SAN FRANCISCO PUBLIC LIBRARY
3 1223 06256 9075

5/S

San Francisco Public Library

GOVERNMENT INFORMATION CENTER
SAN FRANCISCO PUBLIC LIBRARY

REFERENCE BOOK

Not to be taken from the Library

OCT 18 2002

Digitized by the Internet Archive
in 2014

https://archive.org/details/minutes1975sanf_1

AGE-6834

COMMISSION ON THE STATUS OF WOMEN

MINUTES

1975 – 1976

3 1223 06256 9075

COMMISSION ON THE STATUS OF WOMEN

1975

The Minutes of the first two meetings are missing.

San Francisco Public Library
Government Information Center

2 4.1643 SFPL : ECONO JRS
133 SFPL 09/27/02 218

F
385
#2
8.15

_SF

COMMISSION ON THE STATUS OF WOMEN

DOCUMENTS
JUL 21 1975
SAN FRANCISCO
PUBLIC LIBRARY

July 8th Meeting, number 3 Minutes

Commenced at 7:40

All members of the Commission were present

The minutes were approved

Correspondence was read. Once an office has been established, Commissioners will be able to read outgoing and incoming correspondence prior to a Commission meeting. Regarding important correspondence, the Chairperson will ask the Coordinator to read excerpts.

Old Business

Commissioners were advised by Emily Blanck to write to the mayor when they leave the state. Also, if Commissioners plan to be absent from a regularly scheduled Commission meeting, they should notify the Chairperson in writing for quorum purposes.

The resolution on sexist salary standards regarding employment of staff of the Senate and the House was put over to the meeting of July22. Commissioner Fama was advised by the Commission to do additional research on the issue prior to the next meeting. During discussion of this issue there was some concern from Commissioners Caldera and Stafford that the Commission should focus on hiring practices of legislative offices in San Francisco only and delete Washington.

The resolution on Permanent Part-time Employment was unanimously adopted by the Commission. Ms. Friedlander and Ms. Nygaard thanked the Commission for their support. They stated that they would return to the Commission at a later date when committees were set up for further action. Closely related to the issue of city part-time jobs, was the Commission's support of the Tunney bill in which it directed the Coordinator to write a letter of endorsement for this legislation which, if passed, would provide for federal part time employment. On a similar issue, the Coordinator reported that she had requested two part time jobs through CETA (Concentrated Employment Training Act) and was awaiting CETA's response.

New Business

Commissioner Reilly presented the report from the Rules and Procedures Committee (see attachment to the minutes).

Commissioners have been asked to appear before the media. It was unanimously decided not to do so until the Commission is organized and the priorities have been set.

There was a request from Marjorie Childs, President of the National Association of Women Lawyers, to support Janet Aitken for appointment to the District Court bench. It was moved by Commissioner Reilly and passed unamimously, that the Commission is not in a position to make endorsements at this time and procedures have to be set up.

The Coordinator answered questions regarding her report to the Commission of July 2, 1975. Of particular interest to the Commissioners and the audience was the staffing of the Associate Coordinator and the CETA positions. Regarding the latter, the Coordinator said that she would send the Commissioners copies of the job specifications.

The Coordinator reported that Maggie Kuhn, senior citizen activist, might be able to give a short presentation to the Commission on July 22. Chairperson Greer stated that Ms. Kuhn usually charges fee for talks and that there was no money in the budget for this purpose. The Commission agreed to invite her if there was no charge involved.

Meeting adjourned at 11:15.

Attachment to Minutues of Meeting of
July 8, 1975

Estimate of time frame for adoption of Rules and Procedures for Commission on the Status of Women:

1. Initial presentation from Committee to Commission - July 8, 1975

2. Committee meets between Commission meetings of July 8 and July 22 and makes deletions and additions

3. Committee presents revised Rules and Procedures to Commission on July 22 for possible approval by Commission

4. If approved, Rules and Procedures sent to Main Library in accordance with Ordinance (also can be sent out with minutes to interested individuals and groups).

5. Possible adoption on August 12

The following is the first draft of Rules and Procedures as amended at meeting of July 8th.

Committee members: Commissioners Lame, Ramer and Reilly

Order of Business and Procedures:
Membership, Officers, Rules of Order, Meetings, Voting, Agenda, Committees. and Committee Membership

1. At present, membership of the San Francisco Commission on the Status of Women (hereafter referred to as Commission) will be comprised of eleven members who will select by election a chairperson and vice-chairperson.

2. The duly elected chairperson will communicate with the Board of Supervisors and other appropriate officials, will preside over regular scheduled meetings, prepare agenda, and have the option not to preside over a committee. Election of the chairperson will be held annually or if appropriate at the end of the incumbant's term on the Commission.

The vice-chairperson should be nominated and duly elected from the ten remaining commissioners and will assume the duties of chairperson in her or his absence. In addition the vice-chairperson will supervise the co-ordination of media, public relations, and act as information officer for the Commission. (THIS PARAGRAGH TABLED AT JULY 8 MEETING)

3. Rules of Order will be governed by Roberts Rules of Order, Revised Edition.

4. Meetings will be held on the second and fourth Tuesdays of each month at 7:30 P.M. Emergency meetings can be called at the discretion of the chairperson or by petition of six Commissioners to the Chairperson. The regular meetings of the Commission will be devoted to: policy decisions, business involving the entire Commission, official correspondence, Committee reports, matters of community interest brought orally or in writing to the Commissioners. Meetings will conclude with oral communications from members of the audience. Such speakers are encouraged but not obligated to supply Commission members with written information in advance of their presentation. Such speakers may communicate with the Commission Coordinator and their presentations will be limited to five minutes. All meetings will be open to the public with the exception of matters dealing strictly with personnel matters. Meetings and locations of meetings shall be posted publically and delivered in writing or personally to newspapers of general circulation, radio, and television stations. In the event an emergency or otherwise unscheduled meeting is called, notice must be delivered personally or by mail to each Commissioner 48 hours prior to meeting time.. Such notice must include time, location, and business to be transacted. No other business shall be considered at such time.

5. Voting will not be permitted by proxy. The presence of six Commissioners will constitute a quorum. When a quorum is present, the adoption of any motion shall require the concurrence of a majority of those present. Voting on all matters may be by voice vote unless the chair or a commissioner wishes a roll call vote. Voting on the election of officers will be by secret ballot.

6. Agenda will be prepared by the chairperson. Items to be emphasized, included, or placed on the agenda of any regular meeting shall be on file with the chairperson by noon Tuesday of the week prior to the scheduled meeting. Any commissioner may place an item on the agenda. The agenda shall be mailed so as to reach members of the Commission by Monday preceding the regular meeting. Community groups and individuals can ask for items to be placed on the agenda, for the following meeting, during that section reserved for community participation. Emergency procedures for placing community issues that must be acted upon immediately due to time or other impending factors, will originate with the chairperson and at the discretion of the commissioners.

7. Committees will be established subsequent to ascertainment of priorities and dependant upon community needs.

8. Committees will be comprised of no more than ten members with a minimum of two commissioners on each committee and the remainder to be chosen from the public. A Commissioner will chair each committee and sub-committees of unlimited numbers will be formed if the need arises. One commissioner should be a member of each subcommittee but not necessarily its chairperson. Commissioners shall be appointed to their respective committees by the chairperson with chairperson taking into account the espertise and talents of the Commissioners. (THIS SECTION SENT BACK TO COMMITTEE FOR REWRITE; NEW VERSION WILL DEAL WITH THE ISSUE OF WHO CHOOSES THE COMMITTEE MEMBERS FROM THE PUBLIC)

For discussion of the purpose, priorities and possible committees, the Rules and Procedures Committee offers the following:

PURPOSE - The purpose of the San Francisco Commission on the Status of Women is to objectively discern what the actual status of women is in our community and from this base, investigate the potentials, goals, directions, needs, and rights of women. This information to be utilized to insure that the women of San Francisco are not and will not be prevented from achieving any goals or rights to which they are entitled as members of society by prejudice or other injustice.

PRIORITIES - Ongoing priorities will be established by contributions from Commissioners, community groups, and individuals. Initial priorities will be established by the Commission to establish a base of operations for forming initial committees.

COMMITTEES - Initial committees should include legislative, educational and employment.

175 SF

COMMISSION ON THE STATUS OF WOMEN

Minutes of Meeting - July 22, 1975

Commissioner Weinstein was absent; all other members were present.

The meeting commenced at 7:40 P.M.

MINUTES AND AGENDA

The minutes of the July 8, 1975 meeting were not approved. Commissioner Reilly had introduced a motion that had been excluded from the minutes. The motion reads: "The Commission on the Status of Women will not endorse any political candidates". The motion carried unanimously.

There were comments from the audience regarding the minutes and procedures of Commission meetings. Margaret Ho suggested that there be some sort of indication on the agenda as to how long each agenda item would take and that there be a sign-in sheet for visitors so they could leave their names, address, phone numbers and organizational affiliation. Helen Bautista of the Women's Coalition-Third World Organization suggested that the Commission use either a tape recorder or stenographer to record the minutes and that the Commissioners have name cards before them so that they can be identified by members of the audience. She also suggested that a voting record be included in the minutes of each meeting, indicating who introduces each motion, who seconds it and how each Commissioner votes. Charmaine Nelson of the Black Women's Caucus and Trade Union Women suggested that there be a system whereby members of the audience can be recognized and allowed to speak for one minute on each agenda item.

TALK BY MAGGIE KUHN, CO-NATIONAL CONVENER OF THE GREY PANTHERS

Ms. Kuhn noted that this was the first Commission meeting she had addressed and was grateful for the opportunity. She spoke about the problems and opportunities facing older women, and, particularly, addressed the needs of women over fifty. The Grey Panthers are a network of men and women advocating social change and social justice for older persons. This should be a concern of the Commission, since, on the average, women live longer than men. There are 8,000 people on the Grey Panther national mailing list. Ms. Kuhn focused on several issues, the most important being the lack of employment opportunities for older women, who, because of their age and the fact that they are women, face double jeopardy.

Another, related problem is arbitrary retirement age. Ms. Kuhn thinks that since women live longer than men, that the Commission should look into arbitrary retirement ages which force women to retire at the same age as men. Ms. Kuhn also pointed out that childcare is a potential area of employment for older women that is not being utilized.

Yet another area in which older women are discriminated against is higher education because administrators and educators consider them too old to learn.

Health care and nursing homes are two other, interrelated areas of concern to the Grey Panthers. Their research on and investigation of nursing homes indicate that patients' rights are neglected and that there is a great need for further training for staff, many of whom are minority women with limited training. The Grey Panthers are calling for respect for the rights of patients in nursing homes, increased employment in homes for older persons and additional training for staff.

Preventive health care is also of great concern to the Grey Panthers; there is a great need for community health services to focus upon the health needs of older persons, particularly nutrition. Ms. Kuhn suggested that the Commission work closely with the Commission on Ageing. She pointed out that minority commu-

nities aren't getting the information on services available that is so important.

Mr. Patrick Magee, Director of the Commission on Ageing, was present at the meeting and presented statistics that pointed out that Blacks and Chicanos die, on the average, ten years before Whites. He is also very interested in and supportive of preventive health care plans and nutrition programs for older persons. There was a discussion by members of the audience both of the statistics Mr. MacGee presented and the quality of nursing home care. Mr. Magee , in response to the question what kinds of programs the Commission on Ageing is funding, pointed out that 34% of the programs are minority agencies and that 40% of the funds go into areas in which there are high concentrations of minority persons. Commissioners Watkins, Caldera and Revelo asked to see the list of programs funded. Mr. MacGee indicated that he will make this available.

In conclusion, Ms. Kuhn stated that age and sex discrimination are closely related to racial discrimination and that it is important for advocates for the rights of women, minorities and older persons to form coalitions and work together on issues of common concern. She also suggested that the Commission contact Tish Sommer, National Coordinator of NOW (National Organization of Women)-Older Women's Task Force.

RESOLUTION ON SEXIST SALARY STANDARDS IN THE SENATE AND HOUSE

Commissioner Fama moved and it was seconded that the Commission adopt the resolution presented at the last meeting and mail it to Senators Cranston, Tunney and the two Representatives Burton with the request that they give an accounting of the employment practices in their offices. The amendment which was moved by Reilly and seconded was passed 5-2 with three abstentions amended the motion by eliminating "give an accounting" to read "We are interested in obtaining information on hiring practices in your offices".

RULES AND PROCEDURES

Commissioner Reilly moved and was seconded, and the Commission passed, by a vote of 8-1, the following motion: "Committees will be set up not to exceed ten members, at least two of whom shall be Commissioners appointed by the Chairperson; the Chairperson and the Commissioners will then select the remainder of the committee". Committee structure will be discussed at the August 12 meeting. There was considerable discussion by members of the audience on the matter of community participation on committees. Margaret Ho made the following suggestions: (1) that there be broad ethnic representation on all committees; (2) that people who are called upon to serve on committees have a record of working in the community in the area of concern of the various committees.

Chairperson Greer appointed a committee to draw up committee structures and the criteria for selecting public members. The committee, chaired by Commissioner Watkins, includes Commissioners King, Lame, Stafford and Revello.

A motion by Commissioner Stafford was uanimously adopted that the following change in the Rules & Procedures Section 2 be made: the duly elected chairperson will communicate with the Board of Supervisors and other appropriate officials, will preside over regularly scheduled meetings, prepare agenda, and supervise the coordination of media, public relations. Election of the chairperson will be held annually or if appropriate at the end of the encumbance's term on the commission.

The Vice-chairperson should be nominated and duly elected from the remaining ten Commissioners and will assume the duties of the chairperson in her or his absence. In addition, the Vice-chairperson will assist the Chairperson in carrying out duties of the Chair. (End of motion)

THE TERMS OF OFFICE OF THE CHAIRPERSON AND VICE-CHAIRPERSON

A motion was introduced by Commissioner Fama and amended by Commissioner Ramer. The amended motion reads: "The Chairperson and Vice-Chairperson are to be elected for one year terms and are to be limited to serving in one office to two terms". The goal of the motion is to give each Commissioner an opportunity for leadership. The motion passed uanimously.

ELECTION OF THE VICE-CHAIRPERSON

Commissioner Ramer nominated Commissioner Reilly and Commissioner Watkins nominated Commissioner King. Commissioner Reilly was elected by a 6-3 vote.

COMMITTEE ASSIGNMENTS

Chairperson Greer requested that the Commissioners give, in writing, what committees each would be interested in serving on. After the chair receives this list, the Chair, the Vice-Chair and the Coordinator will make committee assignments. Commissioner Watkins will present her committee's suggestions on committee structure at the Aug. 12 meeting.

PRESENTATION BY HELEN BAUTISTA-WOMEN'S COALITION-THIRD WORLD ORGANIZATIONS

Ms. Bautista gave an explanation of the Coalition, its interests and priorities. She talked about the position of Associate Coordinator, pointing out that it is of interest to members of TWO. She also stated that it was important for the Commission to create a process through which the community can have input into the Commission's priorities and activities. Ms. Bautista made three recommendations: (1) that the Commission investigate the City's hiring practices. (2) that the Commission adequately represent the minority communities' interests. (3) that the Commission, through its committee structure, emphasize human rights, the education of young women, and social welfare and health.

COORDINATOR'S REPORT

The Coordinator reported on the office and staff. There was a lengthy explanation on how the position of Associate Coordinator will be filled - it will be filled through normal permanent Civil Service procedures. It is anticipated that the job description will be approved by the Civil Service Commission on August 4 and that recruitment can begin immediately thereafter. Announcements and applications will be broadly circulated. A list of qualified applicants will be established by Civil Service and the person scoring highest on the interview will be selected. Interested persons should be notified that there is only one opening.

COMMISSION ON THE STATUS OF WOMEN

August 12, 1975

The Minutes of this meeting are missing.

San Francisco Public Library
Government Information Center

SF
S85
#2
8-26-75

COMMISSION ON THE STATUS OF WOMEN
OF THE CITY AND COUNTY OF SAN FRANCISCO
Minutes of the Meeting of August 26, 1975

NOTE: Due to the Fact that Tuesday September 9 is a Legal Holiday, Admission Day, the next regular meeting of the Commission on the Status of Women will be Tuesday, September 23, 1975, 7:30 P.M. in Room 282 of City Hall.

COMMISSIONERS

Present: Greer (presiding), Caldera, King, Lame; Ramer, Reilly, Stafford and Weinstein.
Excused: Fama, Revelo, Watkins
Staff: Heller, Curry, Fung, Wilson

Coordinator Heller introduced staff: Kay Curry, Helen Fung and Allen Wilson. The minutes of the meeting of August 12 were approved.

AUDIENCE PARTICIPATION

Commissioner King pointed out that in the minutes of the August 12 meeting, that audience participation would be discussed at this meeting. She requested that this discussion be calendared. Chairperson Greer announced that it would be taken up as item seven on the agenda. Later the Chair, in the interest of time, calendared the audience participation issue for meeting of September 21.

COMMUNICATIONS

From the Women's Vocational Institute, inviting the Commission to be their honored guests at their September 11th Fundraiser.

From Margaret Ho, pointing out a course in the U.C. Extension Fall Catologue that might be of interest to the Commissioners and Staff. The course is titled "New Strategies for Group Problem Solving and Decision Making." Ms. Ho has taken the course and found it unusually stimulating.

From the Soroptomists International of San Francisco, asking the Commission to submit the name of a candidate for their Women helping Women contest. It is to be presented to the women judged most outstanding in work helping other women. This was referred to the Special Projects Committee.

CORRESPONDENCE

Commissioner Reilly had received a letter from Joan Barr, formerly on the staff of the Human Rights Commission, urging the Commission to support a proposal to the City to set up an Arts and Crafts Cooperative. Such a cooperative could be a source of additional income to women and senior citizens, similar to the Women's Exchange in Pittsburgh, Pa. Since Ms. Barr was unable to attend the meeting, the matter was referred to the Special Projects Committee.

SPECIAL PROJECTS COMMITTEE

Discussion of the Committee had been tabled at the August 12 meeting due to Commissioner Stafford's absence. Commissioner Stafford explained that it had been her thought that such a committee would be useful in setting up a Talent Bank, Speakers Bureau and other things that would undoubtedly come up during the course of the year that were not the province of any of the other standing committees,

but deserve a hearing before the Commission. She said that hopefully such matters could be phased into staff functions but that, initially, there should be a Committee to review such matters. It was moved, seconded and unanimously agreed to set up a Special Projects Committee.

At this time, Chairperson Greer asked that each person in the audience identify herself and organizational affiliation, if any.

PROPOSITIONS D & I

Commissioner King reported on Proposition D on the November Ballot; which would increase the size of the Police, Fire and Civil Service Commissions from three to five members and provide that at least one member be a women. The Commission at its August 12, 1975, meeting had voted to endorse a "YES" vote on this Proposition. Commissioner King announced that a Committee for Proposition "D" has been formed, that the ballot argument and signatures had been filed with the Registrar's Office. Ms. King pointed out that this proposition plays directly into the Commission's mandate, since it is one of the Commission's duties to press for increased representation by women on City Commissions. She further pointed out that there has been only one woman appointed to these three Commissions in the History of San Francisco. The Committee for Proposition "D" is working on strategy and publicity techniques, writing a pamphlet and setting up a speakers bureau. The Committee will meet Thursday, September 4th, at 6:00 P.M. in Room 254 City Hall. The Committee's current efforts are on fund raising, getting literature printed and obtaining endorsements by candidates for public office. She will keep the Commission apprised of the progress of the Committee.

Coordinator Heller reported on the progress of Proposition I, which would extend veterans preference points to peace time veterans from the years 1955-65. At the August 12, 1975, meeting the Commission endorsed a "NO" vote on this proposition because of its adverse effects on women, particularly on promotive examinations. The ballot argument and signatures did not get to the Registrars Office on time to be printed free. An appeal to the Mayor's Office because of the discrepency of various City Hall clocks was unsuccessful. The Committee to Defeat Proposition "I" is currently investigating the legality of the passage of the final draft of this proposition by the Board of Supervisors and has asked the ACLU to look into it. If ACLU attorneys feel that it was not passed legally, their opinion will be forwarded to the City Attorney's Office via Supervisor von Beroldingen. If, however, the measure is put on the November Ballot, an application has been made to the CORO foundation for an intern to coordinate the opposition to Proposition "I". There is also a structure being set up to receive donations from City Employees who would be adversely affected by passage of this measure. Finally, if the measure is put on the ballot, the Committee will then pay to have the argument put on the ballot.

COMMITTEE APPOINTMENTS

Chairperson Greer announced Committee Appointments. (A full list of these appointments are attached to the body of these minutes). These appointments were made by the Chairperson and Vice Chairperson based upon the statements of preference submitted by the Commissioners. The Chairperson of the Committees and the Commission Chairperson will select community representatives for each committee. A description of the committees and applications have been sent to community groups.

COMMISSION RECEPTION

A Commission Reception and Open House will be held at the Commission Offices, 50 Fell Street, Sunday October 19th. This will be an opportunity for members of the community to meet the Commissioners and Staff. Commissioner Revelo will chair the Reception Committee with the able assistance of Commissioners Fama & Reilly.

SUBPOENA POWER

Coordinator Heller was directed to write to the City Attorney requesting a formal opinion as to whether or not the Commission does have subpoena power.

COORDINATOR'S REPORT

Budget - Since the Commission is operating on an austerity budget, Coordinator Heller announced that she was looking into the possibility of setting up a "Friends of the Commission" organization as a means of receiving donations of materials and equipment, publications and monies for renovation that cannot be obtained through the budget. It was moved, seconded and unanimously carried that a "Friends of the Commission on the Status of Women" be set up.

Complaint Log - Coordinator Heller introduced the forms for recording complaints and requests for public information and logs to present to the Commission. Acceptance of the forms was put off to allow the Commissioners time to study them.

Associate Coordinator - Coordinator Heller announced that Civil Service has receive 50 applications for the position of Associate Coordinator. The tentative closing date for the position is August 29.

In order to insure adequate minority participation in this examination, it was moved, seconded and unanimously carried that Coordinator Heller not set a closing date for the receipt of applications until there is parity between minority and non-minority applicants.

Recruitment of Women in Civil Service - Through liaison with Civil Service and in conjunction with the Human Rights Commission, the Commission is involved in recruitment of women for civil service classifications in which women have been under represented, e.g. architects and bus drivers. Commissioner Caldera announced that JALA (Jobs in Action for Latin Americans) is also undertaking a mass recruitment program for Muni Drivers and will be holding orientation sessions starting September 6. In all liklihood, applications will only be received for one day, September 12.

DISPLACED HOMEMAKERS BILL

Commissioner King reported that this Bill, endorsed by the Commission, has passed the Senate and is now to be heard before the Assembly Ways and Means Committee on August 29. Coordinator Heller was directed to send a letter urging passage of this bill to Assemblyman John Foran, Chairperson of the Ways and Means Committee.

Meeting adjourned.

COMMISSION ON THE STATUS OF WOMEN
50 Fell Street
San Francisco, Calif. 94102
558-3653

September 16, 1975

PRESS RELEASE

FOR IMMEDIATE RELEASE

FOR FURTHER INFORMATION

Kay Curry
Susan Heller
Allen Wilson

WOMEN'S COMMISSION GAINS VICTORY ON POLICE HIRING ISSUE

The Commission on the Status of Women announced today that, together with a coalition of community groups, they were able to persuade the Board of Supervisors to adopt a compromise on the funding of police officer positions. In May of this year, U.S. District Judge, Robert F. Peckham, had ordered the City to have 60 female officers on patrol in the City by the end of this year.

Proceeding under the terms of the Court Order, the City was to have begun its next Police Academy Class on October 21. However, budget cuts proposed by the Board would have postponed that class until January at the earliest and delayed compliance with Judge Peckham's Order until March or April of 1976.

With the aid of Supervisors, Mendelsohn, Pelosi, Nelder and Molinari, however, a compromise was worked out and the next Police Academy class will begin November 17, 1975.

COSW Coordinator, Susan Heller prevailed upon the Supervisors to allow testimony from representatives of community groups who have actively been involved in the efforts to get minorities and women on the police force to address the Board. Jayne Townsend of NOW (National Organization for Women), Gil Brigham of the Citizens Advisory Committee on Police Minority Recruitment and Henry Der of Chinese for Affirmative Action each spoke briefly before the Board. After discussion, the compromise measure was adopted by a vote of 9 to 2.

COMMISSION ON THE STATUS OF WOMEN
Minutes of Meeting of September 23, 1975

Commissioners

Present: Greer (presiding), Caldera, Fama, King, Lame, Ramer, Revelo Stafford and Weinstein

Excused: Reilly, Watkins

Staff: Heller, Wilson

DOCUMENTS
OCT 14 1975
SAN FRANCISCO PUBLIC LIBRARY

The minutes of the August 26 Meeting were approved with the following correction: under Committee assignments, the Chairperson of the Housing Committee should be Nicerita [illegible]---not Carolyn Reilly.

COMMUNICATIONS

From, Odile Ferras, further documentation of her complaint. This was referred to the Employment Committee.

From, Carmen Gutierrez, questioning the need for a baccalaureate degree requirement for entry level administrative and managerial positions in City Civil Service. This was referred to the Employment Committee.

From, Esther "b" Woeste, CLU, a copy of the statement she presented to the State of California Department of Insurance Hearing on the Proposed Adoption of Regulations by the Insurance Commissioner, September 3, 1975, in which she pointed out discriminatory rate structures between men and women.

From, the San Francisco International Women's Year Conference, United Nations Association of San Francisco, a copy of their Conference Agenda to be held October 24 and 25 at the Sheraton Palace Hotel.

ADDRESS BY AILEEN HERNANDEZ

Commissioner Caldera introduced Ms. Hernandez who spoke on the concerns of third world women. Ms. Hernandez began by expressing her hope that the Commission will meet the needs of third world women and thereby meet the needs of all women. She indicated that the issues facing third world women are the same as faced by all women (employment, housing, education)---but more intense. She further pointed out that previous and current government programs, e.g. the "War on Poverty", the WIN program and the CETA program have primarily addressed themselves to the needs of men. She then mentioned HR 50, Congressman Gus Hawkins' "Full Employment Bill" which is the first employment bill conceived to meet the employment needs of men and women alike.

Ms. Hernandez noted that she was happy to see the Commission on the Status of Women finally established, but that she would like to see women functioning on all City Commissions. She read some statistics comparing women's participation on City Commissions in 1972 and 1974 which revealed that women have made no progress in representation on City Commissions. She further pointed out that third world women are absent from virtually all policy making commissions in the City. She noted that the Commission has both an opportunity to and the burden of opening up City government to full participation by women. She lamented the fact that sex discrimination is not considered a top priority issue by government agencies. Her primary concern is that the Commission deal with issues that are at the basic crux of survival for women in the City. In conclusion she reiterated that she wanted to see the Commission meet the needs of all women in the City, but very specifically address itself to the needs of women who most need help in the City.

ADUIENCE PARTICIPATION

Coordinator Heller presented her draft of audience participation procedures. After a short discussion, these procedures were unanimously adopted. The text is attached to these minutes.

COMMITTEE STRUCTURE

Chairperson Greer announced that on the basis of the committee applications received, the committee chairpersons will begin filling their committees. Out of 186 applications received, 49 persons made the Employment Committee their first choice, 31 Education, 30 Childcare/Child Development/Health & Family Planning, 30 Criminal Justice, 24 Special Projects, 16 Legislative and 6 Housing.

LEGISLATIVE ISSUES

Commissioner King reported on SB 825, the Displaced Homemakers Bill. This Bill is before the Governor now, and he has until midnight September 25 to sign it. He has received a lot of mail supporting this bill.

Commissioner Fama reported on HR 8903 which directs the National Commission on the Observance of International Women's Year, 1975, to organize and convene a National Women's Conference in 1976, and another in ten years, in 1986, to evaluate the accomplishments over the ten year period. This bill was submitted by the women in the House of Representatives. It was moved, seconded and unanimously carried that the Commission support this bill and write to the appropriate legislators when this bill comes up for a vote.

Commissioner Fama next reported on S 963 which would restrict the use of DES as a fattening agent in cattle, since its use as a post-coital contraceptive has produced vaginal cancer in the daughters of mothers who had taken it. Dr. Ramer noted, that while she had no objections to a motion to support the legislation, vaginal cancer is a rare condition and that there is little liklihood that one could ingest enough to cause cancer from eating cattle fattened on it. It was moved, seconded and unanimously carried that the Commission endorse S 963.

Commissioner Fama now reported on HR 50, Congressman Hawkins' "Full Employment Bill." After discussion, this was referred to the Legislative Committee for study and recommendations. The Committee will make a report on HR 50 at the October 14 meeting.

COMMITTEES

Special Projects

Commissioner Stafford announced that at the request of the Soroptomists International of San Francisco, the Commissioners were polled and Ilse Greer was nominated as "an outstanding woman for the work she has done to help other women." The Commission is among 22 women's groups who participated by nominating a candidate. The awardee will be chosen and honored by the Soroptomists International of San Francisco West of Twin Peaks, at a community dinner Thursday October 16 at 7:30 p.m.

Commissioner Stafford announced that an application for funding to set up a Resource/Talent Bank for Women in San Francisco has been made to the Junior League of San Francisco.

Employment

Commissioner King introduced Sylvie Jacobson of Civil Service staff who is CSC's liaison to the Commission. Ms. Jacobson presented the CSC Upward Mobility proposal which is designed to upgrade clerical and sub-professional employees who lack the degree requirement to promote to entry level management and administrative positions. Under this proposal, eligible permanent employees would enroll in a curriculum of job related courses at San Francisco State University, and upon successful completion of the course work they would then be eligible to apply for entry level professional and administrative exams. Hopefully, a single exam would be given for a variety of similar entry level professional classifications which now require a degree but no work experience. Ms. Jacobson was seeking COSW endorsement of the proposal. She pointed out that the program would benefit women and minorities because they represent the majority of employees who are locked into clerical and sub-professional classes.

During the discussion, Margaret Ho announced that she would not support the measure unless an affirmative action component were guaranteed in the proposal. Denise D'Anne supported the proposal, but added that there should also be a program to upgrade workers who have the requisite education but are lokced into clerical and sub-professional from which they cannot promote to professional and administrative positions. Ms. D'Anne pointed out that there are many such workers, mostly women, who are in fact doing professional and administrative work (i.e. working above classification) but are barred from promotions to professional and administrative classes because of their classifications. Coordinator Heller recommended endorsement of the proposal with the provision that changes be made in CSC testing procedures to guarantee a good chance for placement for those who successfully complete the program.

Commissioner King moved and Commissioner Fama seconded a motion that the Commission endorse the CSC Upward Mobility proposal. Commissioners King, Fama, Lame, Ramer and Weinstein voted to endorse. Commissioners Caldera and Stafford dissented and Commissioner Revelo abstained. The motion was adopted.

Coordinator Heller reported on the Police Academy issue. On May 2, U.S. District Judge Robert F. Peckham ordered the City to have 60 women on patrol in the City by the end of 1975. The next class was to enter the Police Academy on October 21st and had 30 women and a representative number of minorities enrolled in it. However, budget cuts in the Police Department's budget, proposed by the Board of Supervisors--if adopted--would have postponed this class until January of 1976 at the very earliest. Commission staff, however, was able to prevail upon the Board to reconsider this matter at its September 15 meeting. The Board listened to speakers representing the National Organization for Women, Chinese for Affirmative Action and the Advisory Committee to the Police Minority Recruitment Program. As a result, a compromise was worked out and class will enter the Academy on November 17. Staff was commended for their excellent work in coordinating this effort and for arranging press coverage.

Reception Committee

Commissioner Revelo presented a preliminary report on the Commission Reception which will be held on Sunday October 19 from 2:00 to 4:00 p.m. The Reception Committee, which also includes Commissioners Fama and Reilly, will work out the details and maintain contact with both Commissioners and Staff.

COORDINATOR'S REPORT

Coordinator Heller reported that the Associate Coordinator position is now closed and that the screening committee had selected 12 persons to be interviewed. Seven of the candidates are minorities and five are non-minorities.

On Proposition "I", the measure to extend veteran's preferance to peace time, veterans from 1955-65, Ms. Heller reported that the City Attorney has ruled that the measure was legally adopted and that the measure will be appearing on the November ballot.

CALENDAR MATTERS

The next Commission Meeting will be on October 14, 7:30 p.m. in Room 282 of City Hall.

Meeting Adjourned.

COMMISSION ON THE STATUS OF WOMEN
50 Fell Street
San Francisco 94102

558-3653

AUDIENCE PARTICIPATION AT COMMISSION MEETINGS

The following procedure for audience participation was unanimously adopted at the Commission meeting of September 25.

- The Chairperson reads the agenda item

- After Commissioners discuss the issue, one calls for the question

- At that time the Chairperson opens the issue up to the audience for their input with the stipulations that:

  a. Pro and con speakers alternate and have one minute each to state their opinion on the motion before the Commission for a maximum of six speakers of six minutes.

  b. Speakers will not be called on again to speak to a motion if there are others who have not spoken.

  c. Those who exceed the minutes or who are not speaking to the motion will be gaveled down.

  d. Commissioners can request the chair to extend the time for audience participation on a given issue.

  e. After discussion, the Commissioners can ask a particular speaker for additional information or clarification.

COMMISSION ON THE STATUS OF WOMEN

January 27, 1976

The Minutes of this meeting are missing.

San Francisco Public Library
Government Information Center

COMMISSION ON THE STATUS OF WOMEN

March 9, 1976

The Minutes of this meeting are missing.

San Francisco Public Library
Government Information Center

SF

DOCUMENTS
APR 5 1976
SAN FRANCISCO PUBLIC LIBRARY

COMMISSION ON THE STATUS OF WOMEN

Minutes of Meeting of March 23, 1976

ATTENDANCE

Present: Greer (presiding), Fama, King, Lame, Martin, Ramer, Revelo, Stafford and Watkins

Excused: Caldera, Reilly

Staff: Heller, Wilson

The Minutes of the March 9, 1976 meeting were approved as corrected by Commissioner Stafford. The report of the Special Projects Committee, containing the following two items, was inadvertently omitted: (1) Commissioner Stafford introduced the Resource/Talent Bank Data Cards, and (2) Commissioner Stafford put over to the meeting of March 23 discussion of Civil Service Oral Panels.

CORRESPONDENCE

From, Janet Coffman, Women's Re-Entry Education Program, City College, outlining the problems faced by re-entry women women and asking what the Commission is doing in this area. (Ms. Coffman testified at the December 13, 1975, Education Committee Hearing.)

From, Odile Ferras, further documentation/explanation of her discrimination complaint.

From, Eleanor Spikes, Hernandez Associates, asking the Commission to support Police Chief Charles Gain because he has been supportive of women police officers.

From, Thomas Mellon, Chief Administrative Officer, a response to a letter from Commissioner Stafford, indicating his willingness to utilize the Resource/Talent Bank whenever appointment opportunities occur under his office.

From, Kathryn Witcher, Chairperson, Proposition "M" Childcare Initiative Task Force, thanking the Commission for all the support it has given to the Task Force.

From, Rinna Rosenberg, Director, Santa Clara County Commission on the Status of Women, urging support by local Commissions for the Lt, Governor's Conference "Women in the Economy" which will be held in Sacramento May 1st.

From, Downtown Women's News, published by Women Organized for Employment, copies of their newspaper and a letter requesting advertisements and announcements from the Commission.

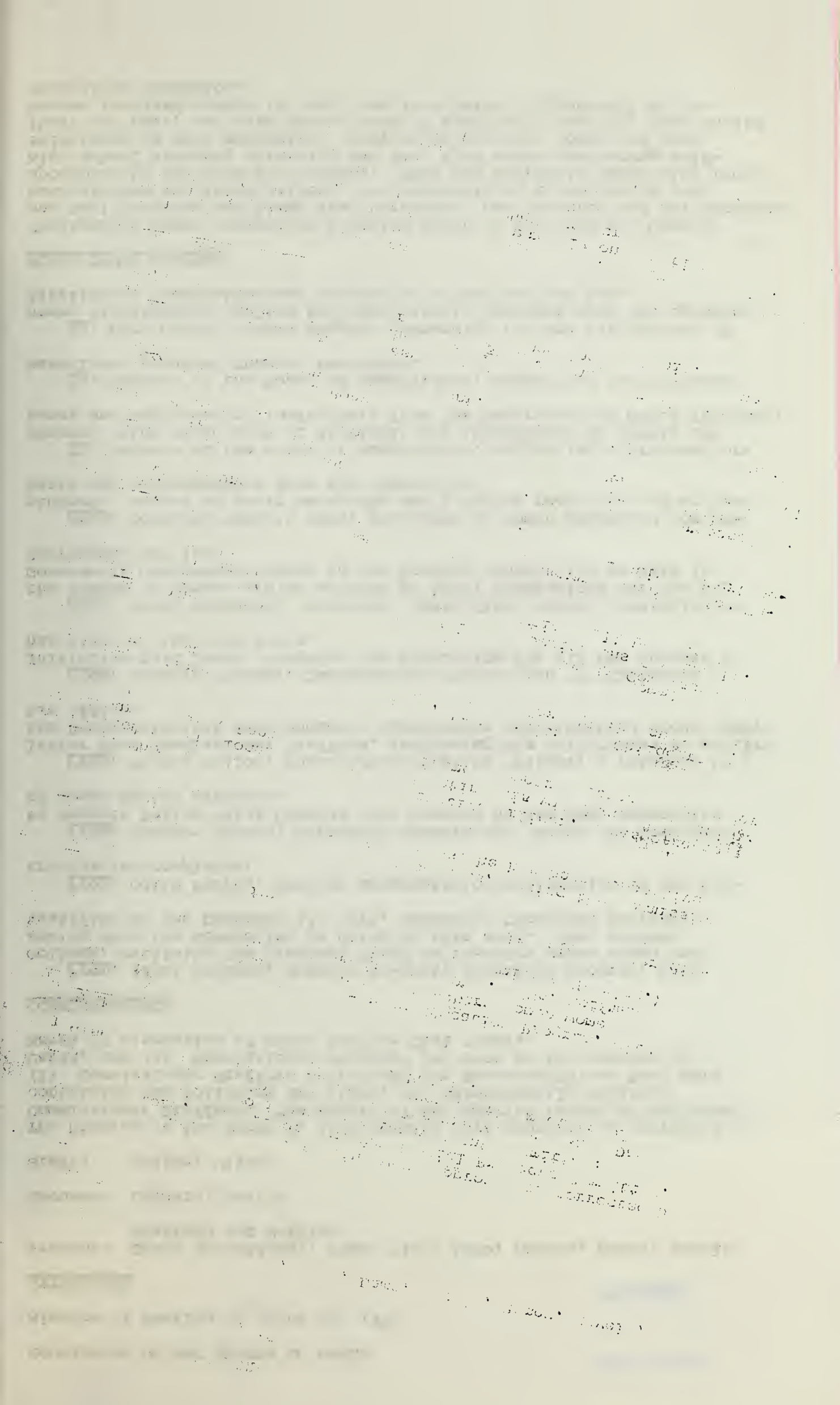
To, Members of the Board of Supervisors, supporting a proposed ordinance which would make if difficult for individuals to obtain the names and addresses of individuals from the Department of Motor Vehicles.

To, Members of the Board of Supervisors, supporting the Molinari/Mendelsohn proposed Charter Amendment.

To, Fire Chief, Andrew Casper, commending him for his support of women firefighters outline the Commission's concerns over the upcoming firefighter examination and requesting a meeting with him.

WOMEN TRUCK DRIVERS

Chairperson Greer introduced Francine Barth of the Fram Oil Company and Geri Atherton and Linda Jean Jernigan. Ms. Atherton and Ms. Jernigan, both of whom are truck drivers, are currently on a nationwide tour sponsored by the Fram Oil Company. They are currently addressing local high school students stressing the fact that women can become self-sufficient in auto mechanics. They point out that women can tune their own cars, but also stress that if they don't want to, they should become involved enough to keep them from being "ripped-off" by unscrupulous mechanics.



Both women became involved in driving through their husbands. Ms. Jernigan noted that when she came into the industry three years ago there were about 5,000 women drivers. Today there are about 20,000. Both women pointed out that they have been well received by men in the field. The major problem, Ms. Atherton pointed out, has been with insurance companies. They receive the same wages as men and must pass the same tests and undergo the same training. Ms. Atherton pointed out that man and wife driving teams, because of their safety records, are coming more into demand. Both drivers belong to the Women Truckers Association.

INTRODUCTION OF COMMISSIONER DEL MARTIN

At this point, Chairperson Greer officially introduced Commissioner Del Martin who was sworn in on the 22nd. Commissioner Martin was appointed to serve on the Criminal Justice Committee.

LEGISLATIVE COMMITTEE: Helen Fama, Chairperson

Fair Employment Practices Act

Commissioner Fama read a policy statement on sex discrimination, authored by Commissioner Martin, which has been adopted by the Legislative Committee. The Policy Statement will go to the April 1st meeting of the Fair Employment Practices Commission (FEPC) in San Francisco and will urge that the FEPC--through administrative rather than legislative means--include discrimination on the basis of sexual orientation under discrimination on the basis of sex. Commissioner Fama moved adoption of the Statement and Commissioner Stafford seconded the motion. Commissioner Martin pointed out that the policy change would bring the FEPC into conformity with both City and Federal Policies--both of which prohibit discrimination upon the basis sexual orientation. The motion was unanimously adopted and the statement will be presented to the FEPC.

Resolution Commending Chief of Police Charles Gain

Commissioner Fama next read a proposed resolution, adopted by the Legislative Committee, commending Police Chief Gain for support of women's issues. Commissioner Fama moved adoption of the resolution and Commissioner Martin seconded the motion. Commissioner Martin felt that it is important that the Commission support the Chief since, for the first time, women have the ear of the Chief. After further discussion, the motion was adopted by a vote of 7-2, Commissioners Watkins and Greer voting against the resolution.

Request for Endorsement of Citizens for Justice Statement commending Police Chief Gain

Preston Cook, Co-Chair of Citizens for Justice, a broad-based coalition of groups and individuals working for a more progressive criminal justice system in San Francisco, read a statement prepared by his co-Chairperson Judy Greene, which was to be read at a press conference Wednesday, March 24, 10:00 a.m. on the steps of City Hall. The statement commended Police Chief Gain and District Attorney Freitas for de-emphasis of enforcement of "victimless crimes" and using their resources to deal with violent crimes. Mr. Cook requested the Commission's endorsement of the statement. Commissioner Ramer moved to support the statement and Commissioner Fama seconded the motion. Commissioner Stafford noted that while she personally supported everything in the statement, she questioned whether it was appropriate for the Commission to endorse such a statement as it was too political. Commissioners King and Watkins both voiced reservations over endorsing the statement. Commissioner Ramer questioned Commissioner Stafford's objection to support, noting that the Commission has supported "political" matters in the past--quite successfully. Commissioner Martin and Commissioner Fama also spoke in favor of the statement. After further discussion, the motion carried by a 5-4 vote: Commissioners Fama, King, Lame, Martin and Ramer voting yes; Commissioners Greer, Revelo, Stafford and Watkins voting no.

EMPLOYMENT COMMITTEE: Nikki King, Chairperson

Veteran's Preference

Coordinator Heller reported that the Molinari/Mendelsohn proposed Charter Amendment had been voted out of the Legislative and Personnel Committee. It went before the Board on March 22, but at the suggestion of Supervisor Gonzalez, it was put over 'till the 29th. Coordinator Heller pointed out that there are currently five votes on the Board to put the matter on the June Ballot and Commissioner King urged Commissioners to contact any supervisors they personally knew who were currently undecided.

Women Owned Business Task Force Questionnaire

Commissioner King introduced Jean McEvoy, Co-Chairperson of the Women Owned Business Task Force. The Task Force has devised a questionnaire which will help the Task Force learn the needs of women-owned businesses and identify ways in which the Commission can be of service to these businesses. Commissioner King moved that the Commission adopt the questionnaire. This motion was seconded by Commissioner Stafford and unanimously adopted.

Letter to Governor Brown regarding the Bay Area Business Fair '76

Commissioner King introduced a draft letter to Governor Brown which the Women Owned Business Task Force has approved. The letter asks that women-owned businesses be allowed to participate in the up-coming fair on the same basis that minority owned businesses will participate. Commissioner King noted that under FEPC Guidelines women as well as ethnic minorities are considered protected groups and thus women are protected in affirmative action. However, women-owned businesses are not treated as minority businesses and thus do not receive the credits accorded minority businesses. The letter asks that women owned businesses be allowed to participate in the fair on the same basis as minority owned businesses. Commissioner King moved adoption of the letter. Commissioner Martin seconded the motion and it was unanimously adopted.

Firefighters Examination

Commissioner King and Commissioner Caldera attended a meeting along with Coordinator Heller and Fire Commissioner Juanita Del Carlo and Chief Casper. The Chief reaffirmed his support of women firefighters but also noted that the physical requirements could not be lessened. Commissioner King and Coordinator Heller will be going to a demonstration of some of the requirements that are in the examination by firefighters, May 24th at the Police Training Ground, 19th and Folsom Streets. Commissioner King also noted that Commissioner Caldera will be appearing with Chief Casper on Channel 7, Saturday March 27th, at 1:30 p.m.

SPECIAL PROJECTS COMMITTEE: Betsy Stafford, Chairperson

Civil Service Oral Boards

Commissioner Stafford introduced a draft letter and memorandum prepared jointly by the Special Projects Committee and the Affirmative Action in Civil Service Task Force. The Memorandum, which would go from Bernard Orsi, General Manager, Personnel, to Civil Service staff directing them to utilize the Resource Talent Bank in putting together oral panels for various examinations. The cover letter accompanying the memo, from the Chairperson to Mr. Orsi, explains the memo. Commissioner Stafford moved that the Commission send the letter and memo to Mr. Orsi, Commissioner King seconded the motion and pointed out that in her talks with Mr. Orsi, that he has indicated support and would like to see more women on oral boards. The motion passed unanimously.

Increase Information Exchange

Commissioner Stafford introduced a motion that in order to increase information exchange among the commissioners and the seven committees and not prolong Commission meetings that:

1. Committee information not requiring action at a Commission meeting, but relevant to general commission awareness, be inserted in the Commission minutes; this would be at the discretion of the Committee chair;

2. Minutes of Committee meetings be distributed to appropriate Commissioners in their meeting packets; this would be at their request or at the Committee Chair's request.

The motion was seconded by Commissioner King and unanimously adopted.

Newsletter

Commissioner Stafford had inserted informational materials in the Commissioners packets concerning a proposed newsletter. This will be taken up at the April 13th meeting.

CRIMINAL JUSTICE COMMITTEE: Angie Lame, Chairperson

Commissioner Lame was pleased to announce that the Violent Crime Task Force of the Criminal Justice Committee had been awarded $500 by Wells Fargo Bank to be used to enable the Task Force to lobby for changes in existing rape laws.

At this point, Chairperson Greer personally thanked Commissioner King for attending the movie Snuff on behalf of the Commission. Commissioner King gave a brief account of the movie, pointing out that the climax of the movie consisted of the ritual slaying and dismemberment of the female lead. Commissioner Greer interjected that the actress who played the part is alive and well in New York. Both Commissioner King and Commissioner Greer, reporting for Commissioner Reilly, pointed out that in talks with members of the District Attorney's staff that there is nothing that can be done at the local or state level to prohibit the showing of such movies--any action must be taken at the Federal level. Also, the advice of the assistant District Attorney was that the Commission do nothing that would bring publicity to the movie, since it has lost money wherever it has been shown.

HOUSING COMMITTEE: Nicerita Revelo, Chairperson

Commissioner Revelo introduced a motion calling upon the Commission to hold a reception honoring LaCasa De Las Madres Coalition. All arrangements for the reception will be made by the Housing Committee. The motion was seconded by Commissioner King and unanimously adopted.

COORDINATOR'S REPORT

Coordinator Heller announced that staff meetings are held every first and third Wednesday of the month at 2:00 p.m. She requested that staff receive agenda items for the Commission meeting the following Tuesday prior to this time.

Coordinator Heller also directed the Commissioner's attention to the description of intern programs developed by Dr. Catherine Smallwood, Associate Coordinator.

The next meeting of the Commission will be Tuesday, April 13.

[illegible] had declined to serve on the committee to draft a response to the letter from

COMMISSION ON THE STATUS OF WOMEN

April 6, 1976

The Minutes of this special meeting are missing.

San Francisco Public Library
Government Information Center

...had declined to serve on the committee to draft a response to the letter from...

4-13-76

SF

DOCUMENTS
MAY 10 1976
SAN FRANCISCO
PUBLIC LIBRARY

COMMISSION ON THE STATUS OF WOMEN
Minutes of Meeting of April 13, 1976

ATTENDANCE

Present: Greer (presiding), Fama, King, Lame, Martin, Reilly, Revelo, Watkins

Excused: Caldera, Ramer, Stafford

Staff: Heller, Wilson

The Minutes of the Meeting of March 23rd were approved with three corrections: (1) Commissioner Watkins asked that her response to Commissioner Ramer's question as to why she and Commissioner Greer had voted against the resolution commending Chief Gain when there had been no discussion against the measure be included in the minutes. Commissioner Watkins had responded saying that her vote was her own personal business and that she did not have to justify it to anyone; (2) Commissioner Revelo asked that her statement in opposition to the endorsement of the Citizens for Justice Press Conference be included in the minutes; (3) Commissioner Martin asked that her remarks on the discussion of the Fair Employment Practices Act be corrected; that there is currently legislation at both the State and Federal levels to include sexual orientation in the FEPC provisions and EEOC provisions, but that at present only the City and County of San Francisco includes it as a basis for discrimination.

CORRESPONDENCE

From, Wayne Collins, thanking the Commission for its letter supporting Iva Toguri.

From, Chief of Police, Charles R. Gain, thanking the Commission for its letter of support.

From, Supervisor Dianne Feinstein, some materials on permanent part-time employment.

From, Esther "b" Woeste, CLU, an announcement that Insurance Commissioner Kinder's decision on discrimination in insurance became effective on January 1st and that it makes it illegal for any insurance company selling any type of insurance in California to discriminate against women because they are women or because of their marital status.

From, Undersheriff Jim Denman, comending the Women's Jail Study Group.

To, Governor Edmund G. Brown, Jr., protesting the fact that women are excluded from the Bay Area Business Fair '76.

To, Mary Burns, Special Assistant to the Mayor, an explanation of upcoming vacancies on the Commission and the procedures for filling them.

To: Bernard Orsi, General Manager, Personnel, Civil Service Commission, requesting that he direct his staff to use the Commission as a resource for women to serve on Civil Service Oral Panels.

UNFINISHED BUSINESS FROM THE SPECIAL MEETING OF APRIL 6th.

Commissioner Watkins introduced a motion to send the letter to Supervisors Feinstein and Nelder prepared by Commissioners Watkins, Greer and King. Commissioner Martin seconded the motion and the Commission voted unanimously to send the letter.

[illegible] declined to serve on the committee to draft a response to the letter from

COORDINATOR'S REPORT

Coordinator Heller announced that the Friends of the Commission on the Status of Women had received its charitable organization exemption ((501(c)(3)) from the IRS and that it could now meet and transact business. Noting that the Commission was meeting for the second time in the month of April, Coordinator Heller suggested that the regularly scheduled meeting for April 27th might be cancelled and a meeting of the Friends be convened on that date. She noted that most Commissioners had submitted names of persons whom they would like to have invited and that as soon as all names were received, staff would begin to prepare letters of invitation. The Commission agreed to cancel the meeting of April 27th.

Coordinator Heller introduced an announcement of the Women and the Economy Conference, sponsored by Lt. Governor Mervyn Dymally, which will be held Saturday May 1st, at the Sacramento Memorial Auditorium. The Commission will assist in publicity efforts for the Conference.

At the request of Commissioner Stafford, Coordinator Heller asked that each Committee appoint one member to serve as liaison between the respective committees and the Newsletter Task Force. Commissioner Stafford had asked that the names be given to Coordinator Heller as soon as possible.

Coordinator Heller announced that Ola Butler, daughter of Sandy Silver Butler, an active member of the Health Committee, is in the hospital facing possible surgery. Members of the Commission generously gave money to help defray the costs of Ola's hospitalization.

Ms. Heller announced that the Commission's 1976-77 FY Budget Request would be heard by the Supervisors' Finance Committee on Saturday April 17th at 1:30 p.m.

CRIMINAL JUSTICE COMMITTEE: Angie Lame, Chairperson

Commissioner Lame introduced Mary Vail, Chairperson of the Legal Services Task Force, who was seeking Commission endorsement of the Women's Jail Study Group Proposal and asking that the Commissioner testify on behalf of the proposal at Police Commission hearings. The proposal, if adopted by the Police Department, would amend the Policies and Procedures Manual of the SFPD by making two major changes in the use of the Citation Release Program. The Program would be amended to include prostitution and related offenses in the list of misdemeanors eligible for citation release; it would also spell out the procedures and reasons for denying citation release to individual offenders. The Group's research indicates that perhaps as many as 2/3 of those eligible for citation release are not being cited and that women charged with prostitution and related offenses are not being cited. Adoption of the Proposal's recommendations would greatly reduce the amount of pre-trial time served by persons charged with misdemeanors and allow persons to be released who might not be eligible for the O.R. Program or be unable to make bail. Commissioner Lame moved that the Commission endorse the Study Group's Proposal and that representatives testify on behalf of the proposal at Police Commission hearings. Commissioner Fama seconded the motion. Commissioner Reilly questioned the propriety of Commissioners testifying at such hearings. Commissioner Martin and Ms. Vail each pointed out that the Commissioners would be testifying as "experts" in the field and that the hearings would be official Police Commission hearings, not a free flowing press conference. Commissioner Fama pointed out that the Legislative Committee had unanimously endorsed the Proposal and that it was perfectly proper for Commissioners to testify at hearings. She further noted that the pretrial facilities at City Prison are "unfit for human females and that she would support any program which would get people out of such conditions.

[illegible] declined to serve on the Committee to draft a response to the letter fro[illegible]

Coordinator Heller pointed out that the resolution urging inclusion of discrimination on the basis of sexual orientation in FEPC's procedures was read into the record of the FEPC's hearing. Commissioner Fama noted that testifying before a Police Department hearing was no different from testifying before a Committee of the Board of Supervisors or any other governmental agency. Commissioner Reilly pointed out that she was concerned with the wording of the motion, which, to her, seemed as if the Commission would be testifying representing another group. Commissioner Fama pointed out that the Commission would be testifying on behalf of a proposal, not a group. Several Commissioners claimed not to have received copies of the proposal. Coordinator Heller noted that they had been distributed to the Commissioners in person at the Special Meeting on April 6th. Commissioner Reilly moved that the matter be tabled until all Commissioners had had an opportunity to study the proposal. Commissioner Revelo seconded the motion. The motion was defeated by a 4-4 vote: Commissioners Reilly, Revelo, Greer and Watkins voting to table the matter, Commissioners King, Lame, Martin and Fama voting not to table. On the motion to endorse the proposal, the Commission voted 5 to 3 not to endorse: Commissioners Fama, Lame and Martin voted to endorse the proposal, Commissioners Greer, King, Reilly, Revelo and Watkins voted not to endorse. Commissioner Watkins then moved to pole the five commissioners who had voted against endorsement by phone on Friday after they had had time to read the proposal. Commissioner King seconded the motion and it was unanimously adopted. However, a check with the City Attorney's office revealed that such a vote would be illegal, so the vote not to endorse will stand for the present. Commissioner Fama reiterated that the Legislative Committee had unanimously endorsed the proposal and that she was under the impression that the Commission trusted its committee people's judgment.

EDUCATION COMMITTEE: Bernice Watkins, Chairperson

Commissioner Watkins introduced a Resolution recommending that the Board of Governors of the Community College District implement the spirit as well as the letter of the law, and that copies of the District's Title IX reports be sent to the Commission. Commissioner Reilly seconded the motion and it was unanimously adopted.

HEALTH COMMITTEE: Dr. Cyril Ramer, Chairperson

Title XX, Sandra Smith. Ms. Smith reported on Title XX, an amendment to the Social Security Act, which has brought about changes in the fees assessed parents in childcare programs. Federal guidelines are broad and the individual states have the responsibility for determining how they will spend their share of the Federal Social Services dollars and what income guidelines they will adopt. There is considerable flexability between the minimum and maximum allowable income that a state may accept for subsidized child care. The State of California currently using a low figure which, if this policy continues, could force women with marginal incomes out of the job market in order to care for their children in the home. The Childcare Committee recommended that the Commission write a letter to Governor Brown asking him to adopt the maximum allowable income under Federal Law. Commissioner Martin moved that the Commission send a letter to the Governor and Commissioner Lame seconded the motion. After a brief discussion over the wording of the letter, the motion was unanimously adopted.

National Health Funding Law, Libby Denebeim, Chairperson, Health Subcommittee. Ms. Denebeim gave a brief overview of PL 930641, the National Health Planning and Resources Development Act of 1974. The Health Subcommittee has devoted eight meetings to the study of this law, reading the law and regulations, hearing from speakers from HEW and studying the proposals submitted by the two prospective contractors. The Sub-Committee finally recommended support of the Comprehensive Health Planning Council's proposal. This system is patterned after the Community Mental Health system, a grass roots system in which the governing body is elected in district elections. The subcommittee felt that the CHP has

[illegible] declined to serve on the committee to draft a response to the letter from

the necessary experience to deliver the health system. Commissioner Watkins pointed out that the Commission had only recently received written materials on this proposal and moved to table action on this matter until the next meeting. Commissioner Reilly seconded this motion. Commissioner Martin indicated that she felt it was the business of committees to make in-depth studies of matters and that the Commission as a whole could never expect to study the matter in the same detail that the committee had, and that she was prepared to accept the committee's recommendations. Ms. Denebeim noted that it would be hard for her to make a decision in the same circumstance, but hope that the Commission would endorse the Committee's recommendation. The Commission voted 4-3 (Commissioner Lame having had to leave) to put over action on this matter to the May 11th meeting. Commissioners Greer, Reilly, Revelo, and Watkins voting in favor of the motion, Commissioners Fama, King and Martin dissenting.

Proposition I: Libby Denebeim. Ms. Denebeim, also a member of the CAPA (Child and Parent Action) Steering Committee, thanked the Commission for withdrawing its ballot argument in favor of Porposition I, thereby preventing a public fight at the Board of Supervisors. Ms. Denebeim also mentioned "Yes on Childcare" a group which will be devising strategies to insure that Porposition "I" wins and the City maintains its policy of providing low-cost, quality childcare. Ms. Denebeim invited Commissioners to attend the April 15th meeting of "Yes on Childcare."

Returning to the subject of emergency items and commissioners' preparation, Commissioner Reilly noted that community groups come before the Commission with items of importance to them without giving the Commission sufficient time to study them, then wonder why the Commission will not automatically pass such items. She took umbrage Ms. Denebeim's remark that the Commission is not taking recommendations from its committees. Ms. Denebeim remarked that she had said that the Commission needed to think through how it is going to use its committees. Commissioner Reilly noted that it was irresponsible for a committee to present its Board with a recommendation on an hours' notice and expect action. Ms. Denebeim concurred, though she questioned why, if the sub-committee had been working on the matter since January, the Commission was just now learning about it. Commissioner Martin expressed her concern over the fact that there was material that the Commissioners had received in time and had not acted on. She noted that there were items that the Commissioners had had for a week prior to the meeting and could have read and dealt with, but did not. She too expressed concern about the commissioners doing their homework prior to meetings. Commissioner Reilly pointed out that she and other commissioners have had problems receiving materials in the mail from the office. Commissioner King noted that Commissioners can keep one another apprised of the work of their respective committees by inserting work in progress reports in the minutes. Ms. Denebeim noted that the Commission, in her opinion, has a management problem in that it must decide whether it is going to meet and act as a committee of the whole or whether it is going to rely upon committee reports. She said that she did not mind making a report on 8 to 10 weeks work, but that she did not want to end up repeating that work before the Commission. She further noted that if the Commission is not going to trust anything that a Committee does until it, the Commission, goes over all of the work of the Committee, either the Commissioners ought to be on the committees and do all of the work, or she doesn't feel that the Commission will have any committees.

LEGISLATIVE COMMITTEE: Helen Fama, Chairperson

Continuing last meeting's discussion of the Fair Employment Practices Act, Commissioner Fama referred to AB 3124, introduced by Assemblyman Julina C. Dixon, and supported by Governor Brown. This bill would reform California equal opportunity laws and bring them into greater conformity with Federal laws and court decisions. It would also rename the present FEPC, giving it the name of the California Civil Rights Commission and broaden its role. Commissioner Fama moved that the Commission endorse AB 3124 and that letters of

[illegible] declined to serve on the committee to draft a response to the letter from

support be sent to Assemblyman Dixon and the City's assemblymen. Commissioner King seconded the motion and it was adopted unanimously.

PUBLICITY REPORT: Carolyn Reilly

Commissioner Reilly introduced a motion that the Commission send letters of support to George Resing, General Manager, KPIX TV and Bill White, General Manager, KBHK TV, for their decisions not to air the movie Helter Skelter a movie about Charles Manson and his followers. Commissioner Reilly noted that both men felt that the movie was too violent; she also noted that both stations lost a great deal of revenue in not showing the movie. The motion was seconded by Commissioner Watkins and unanimously adopted.

Commissioner Reilly next introduced a motion that the Commission write a letter to Governor Brown, the President Pro Tem of the Senate and Senator Milton Marks requesting that the Governor withdraw the name of Raymond Procunier from consideration as head of the California Adult Authority. This grew from Mr. Procunier's remarks, cited in the press, about the handling of the parole of Dr. Geza Dekaplany. The motion was seconded by Commissioner Watkins and unanimously adopted.

EMPLOYMENT COMMITTEE: Nikki King, Chairperson

Commissioner King announced that the Permanent Part-Time issue will be taken up by the Civil Service Commission on Monday May 3rd. She asked that Commissioners who knew any of the Civil Service Commissioners personally to please contact them. Commissioner King also noted that women have been included in the Bay Area Business Fair '76 and wondered if this were a result of the Commission's letter to Governor Brown.

Commissioner King announced that 289 women had applied for the H2 Firefighter examination. Commissioner King moved and Commissioner Reilly seconded that the Non-Traditional Jobs Task Force host a reception for the female applicants. The motion was adopted unanimously.

CALENDAR MATTERS

The next regularly scheduled meeting of the Commission will be May 11th, 7:30 p.m. in Room 282 City Hall.

DOCUMENTS
MAY 27 1976
SAN FRANCISCO PUBLIC LIBRARY

COMMISSION ON THE STATUS OF WOMEN
Minutes of Meeting of May 11, 1976

ATTENDANCE

Present: Greer (presiding), Caldera, Fama, King, Lamé, Martin, Ramer, Revelo, Stafford, Watkins

Excused: Reilly

Staff: Heller, Wilson

The Minutes of the April 6th Special Meeting were corrected to indicate that Commissioner Martin had declined to serve on the Committee to draft a response to the letter from Supervisors Feinstein and Nelder.

The Minutes of the Regular Meeting of April 13th were corrected by striking the sentence on P. 3 "However, a check with the City Attorney's Office..." since this occured after the meeting.

COMMUNICATIONS

To, Nancy Swadesh, Community College District, requesting that the Community College District hold a physical fitness class for women firefighter applicants.

To, Governor Edmund G. Brown, Jr., asking him to withdraw the name of Raymond Procunier from consideration as Director of the California Adult Authority.

To, George Resing, General Manager, KPIX, TV and Bill White, General Manager, KBHK TV, commending them for their action in not airing the movie Helter Skelter.

To, Congressman John Burton, urging him to vote to override the Presidential Veto of HR 9803.

From, Libby Denebeim, Chairperson of the Health Subcommittee, a letter asking the Commission to clarify the roles of subcommittees and committees and defining their spheres of action.

From, Congressman Phillip Burton, announcing his intention to vote to override the Presidential Veto of HR 9803.

From, George Resing, General Manager, KPIX TV, a letter thanking the Commission for its support of his decision not to air Helter Skelter.

From, George H. McGlynn, Chair, Department of Health, Physical Education and Recreation, USF, outlining areas where the validity of the firefighter physical exam might be challenged.

From, Dian Blomquist and Caroly Evans, Co-Coordinators of the Bay Area Women's Coalition, a letter requesting the Commission to reconsider its vote on the Women's Agenda.

Commissioner Martin inquired why the Commission had not voted to support the Women's Agenda and asked that the Commission reconsider its vote. This matter was calendared for the Meeting of May 25th and will be discussed at that time.

From, Claudia Viek, a letter expressing her dismay at remarks attributed to Commissioner Reilly which appeared in the May 3rd issue of Newsweek.

From, Jackie Bouchard, a letter protesting the remarks attributed to Commissioner Reilly in Newsweek.

The May 3rd Issue of Newsweek had carried the following quote: "In San Francisco, the Commission on the Status and Rights (sic) of Women now adjourns its meetings precisely at 10:30 p.m.--to watch MH 2 at 11. 'Mary embodies the national spirit,' says Commission Member Carolyn Reilly. 'If she ran for president, I'd vote for her.'")

Commissioner King introduced a letter she proposed that the Commission send to the Editor of Newsweek advising that the Commission has never discussed the Mary Hartman Series and that it does not have a fixed time of adjournment. The ensuing discussion centered upon the following points:

- Whether or not to set up a committee to draft a response or send Commissioner King's draft.

- That any response would have to be sent immediately while the item is still newsworthy.

- That the response to the Editor was not a reflection on any individual Commissioner; it was merely correcting a misstatement printed in Newsweek.

On a motion by Commissioner Ramer, seconded by Commissioner Lamé, the Commission voted 6-4 to send the draft letter to the editor of Newsweek. Commissioners Fama, King, Lame, Martin, Ramer and Stafford voting to send the letter, Commissioners Caldera, Greer, Revelo and Watkins dissenting.

PUBLIC RELATIONS AND MEDIA FUNCTIONS: Commissioner Martin

Commissioner Martin introduced a resolution and two accompanying proposed amendments to the Commission's Rules and Procedures. These amendments, if adopted would (1) transfer the responsibility for publicity and media relations from the Vice-Chair to the respective Committee Chairs working with the Coordinator and Chairperson; and (2) create an eighth standing committee, a media committee, to deal with the issues of women in the media and the portrayal of women in the media. Commissioner Martin moved the adoption of these changes and Commissioner King seconded the motion. Among the points brought out during the discussion were:

- That the purpose of the changes would be to put the decision making powers in publicity in the hands of those working on the issues.

- That no one commissioner could be expected to be an expert in all of the fields of the Commission's endeavors.

- That the present system had been successful to date.

- Several Commissioners had reservations about having committees handling their own press relations.

- That the primary concern should be for a process workable to everyone.

After the discussion, the Commission voted 6-4 not to adopt the resolution and proposed rule changes: Commissioners Caldera, Greer, Lamé, Ramer, Revelo and Watkins voting against their adoption and Commissioners Fama, King, Martin and Stafford voting in favor. After the vote, Chairperson Greer asked the Rules and Procedures Committee to consider the arguments they had heard and to discuss the matter at its next meeting. Commissioner Ramer resigned from the Committee and Chairperson Greer appointed Commissioners Martin, Revelo and Watkins to serve on the expanded committee.

STATEMENT OF PURPOSE OF COMMITTEES: Chairperson Greer

Referring to the confusion that had arisen at the Meeting of April 13th when the Health Subcommittee presented its recommendation to the Commission, which failed to endorse it, Chairperson Greer pointed out that there exists much confusion as to the roles of committees, subcommittees and task forces vis-a-vis the Commission as a whole. Libby Denebeim, Chairperson of the Health Subcommittee, had written a letter to Chairperson Greer requesting a clarification of the issue. Chairperson Greer referred the matter to the Committee on Committees comprised of Commissioners Watkins, Caldera, Greer and King; she also asked that both Committee members and staff submit written recommendations and questions to the committee.

CHAIRPERSON'S REPORT: Chairperson Greer

Chairperson Greer brought up the question of the Commission having earlier voted to exclude purely informational reports from the meetings. This had been done particularly in the interest of time; however, Chairperson Greer noted that more and more Commissioners were saying "I can't vote on this; I haven't seen it before." In light of this, she asked if the Commissioner might consider changing their policy on this matter. Commissioner Stafford moved that the Commissioners be allowed to bring brief informational reports before the Commission that need no action. Commissioner Watkins seconded the motion and following a brief discussion it was unanimously adopted.

[illegible]L ASSOCIATION OF COMMISSIONS ON THE STATUS OF WOMEN NATIONAL CONFERENCE

Commissioner Ramer will be hosting a cocktail party at her home on June 10th for the Officers of the National Association. She will work out an inexpensive budget and present it to the Commission.

WOMEN IN THE ECONOMY CONFERENCE

Commissioners Caldera, King, Fama and Coordinator Heller each gave brief reports on the Statewide Conference held in Sacramento on May 1st. One of the recommendations of the conference was that regional conferences be held this summer and reconvene the statewide conference in the Fall. Coordinator Heller asked the commissioners for an informal show of support for the Commission to co-sponsor, with the Alameda, Marin and Sonoma Commissions, such a regional conference in San Francisco on June 26th. The commission gave a preliminary, informal show of support to the idea. Beryl Feinglass, a member of the audience, offered her assistance in helping in any work that might result.

SPECIAL PROJECTS COMMITTEE: Betsy Stafford, Chairperson

Carol McCollister, Chairperson of the Newsletter Task Force, presented the Task Force's proposal for approval by the Commission. The Task Force plans to publish a newsletter as the official publication of the Commission. The first issue is slated for publication in early June. Expenses will be picked up by outside sources and it is estimated that the newsletter will have a circulation of approximately 2000. On a motion by Commissioner Stafford, seconded by Commissioner Martin, the Commission voted unanimously to endorse the newsletter proposal. Ms. McCollister asked that Committees not yet having appointed liaisons to the Task Force to do so and reminded all Committee Chairs that the deadline for articles for the June edition is May 21st.

CRIMINAL JUSTICE COMMITTEE: Angie Lamé, Chairperson

Citation Release Proposal. At the April 13th Meeting, because several Commissioners had not read the Proposal, the Commission had voted not to endorse it. However, Commissioner Watkins had made a motion, unanimously adopted, that the Commissioner who voted not to endorse the proposal be polled by telephone on April 16th. The City Attorney's Office, however, had ruled that such a pole would not be legal. Since all of the Commissioners had had time to study the proposal, Commissioner Lamé moved that the Commission endorse it. The motion was seconded by Commissioner King and the Commission voted unanimously to endorse the Citation Release Proposal.

Request to Endorse State Conference on Women & Violence. Commissioner Lamé introduced a motion that the Commission endorse the State Conference on Women and Violence. Commissioner Martin explained that this would be a follow-up to the Tribunal of Crimes Against Women held on March 7th. Commissioner Stafford asked how the Conference fit in with the proposed guidelines for conference participation. Since Commissioner Ramer had questions also, and because there was no time problem, the Commission voted 9-1, Commissioner Martin dissenting, to put the matter over to the May 25th meeting.

REPORT ON MEETING OF THE VIOLENT CRIMES AGAINST WOMEN TASK FORCE WITH POLICE CHIEF GAIN AND DISTRICT ATTORNEY FRIETAS, May 7, 1976: Commissioner Martin.

Present at the meeting were Chief Gain and Jack Jordan of the Police Sex Crimes Detail, District Attorney Frietas and Bob Dondero and Maxine Webb of the Sex Crimes team in the DA's Office, members of the Committee and community groups such as California Stop Rape, San Francisco Women Against Rape, Queen's Bench, Mt. Zion Hospital, La Casa de las Madres, San Francisco Women's Center and the Women's Jail Study Project.

Discussion was limited to the problem of sexual assualt. Dondero pointed out that assault, legally defined, need not involve contact, but the threat of violence. Among the other points discussed were:

- To encourage women to report assaults with intent to commit rape

- That rules of disclosure and discovery favor the defense and that the victim is at a disadvantage vis-a-vis the defendant

- The DA's office needs more attorneys and investigators to prosecute sex crime cases

- That there is a need for public education and crime prevention programs as well as the formation of a Women's Advisory Council to the Chief of Police and District Attorney.

Commissioner Martin concluded her presentation noting that much of the problem is caught up in legal procedures and bugetary considerations--areas she would like to see the Criminal Justice Committee address.

EDUCATION COMMITTEE: Bernice Watkins, Chairperson

Commissioner Watkins introduced the Education Committee's application for subcommittees. There will be four subcommittees in the following areas: School Personnel, Textbooks and Teaching Materials, Athletics and Sports, and Women's Re-entry Programs. Persons interested in the work of these committees are urged to apply by June 10th.

Commissioner Watkins next requested to have an item inserted onto the agenda. By a vote of 9-1 (Commissioner Lame dissenting) she was given permission to do so. Commissioner Watkins help up a copy of the Sun Reported which contained an article on the administration of former Mayor Joseph Alioto. Aomng the accomplishments cited were his many appointments of minorities to "major" commissions in this City. Commissioner Watkins noted that the Commission on the Status of Women had been omited from the list and moved that the Commission write a letter to Dr. Carlton Goodlett, Editor of the Sun Reporter, pointing out that the COSW was established in May, 1975, and stating what the Commission is mandated to do and point out that htere are three ethnic minorities serving on the Commission. Commissioner King seconded the motion and it was unanimously adopted.

EMPLOYMENT COMMITTEE: Nikki King, Chairperson

H-2Firefighter Examination. Commissioner King announced that nearly 300 women had applied for the Firefighter examination. The Commission will be sponsoring a meeting with female applicants to explain to them what to look forward to and also to announce a Physical Fitness Class which will be offered by Community College. This course was arranged primarily through the work of Coordinator Heller. Commissioner King announced that Permanent Part Time Employment will be on the Civil Service Commission's May 17th Calendar. Commissioner King repeated her plea of April 13th to Commissioners who know Civil Service Commissioners personally to contact them.

In the Odile Ferras Case, Ms. Ferras will meet with Commissioners King and Caldera to see if the matter can be resolved in a manner suitable both to Ms. Ferras and the City.

HEALTH COMMITTEE: Dr. Cyril Ramer, Chairperson

At the April 13th Meeting, the Commission had voted to put over until this meeting, a vote on the National Health Planning and Resource Development Act of 1974. This was to give Commissioners further time to study the issue. Dr. Ramer introduced a letter to Governor Brown announcing the Commission's qualified support of the Comprehensive Health Planning Council's Proposal to develop a delivery system. Commissioner Ramer moved and Commissioner Martin seconded that the Commission send the letter of support. The motion was adopted by a 10-0 vote.

HOUSING COMMITTEE: Nicerita Revelo, Chairperson

Commissioner Revelo gave a progress report on the up-coming reception the Committee will be hosting for La Casa de Las Madres Coalition. The Committee has been in contact with representative of the Delancey Street Foundation and other groups about the possibility of using their facilities for the reception. The intended date is in July. Commissioner Fama requested information about the Commission's role in the reception, so the discussion was put over until the Meeting of the 25th.

LEGISLATIVE COMMITTEE: Helen Fama, Chairperson

Commissioner Fama introduced a motion to endorse SB 1961 and send a letter to the bill's author, Senator Robert Presley, asking him to amend the bill to include nondisclosure of the addresses of victims of family violence and witnesses to violent crimes to prevent recriminations against them. The current bill includes only nondisclosure of the addresses of rape victims. Passage of the bill would redress current inequities in rape cases where the defense has rights of disclosure which the prosecution does not. Commissioner King seconded the motion and it was unanimously adopted.

Commissioner Fama next introduced a motion to endorse SB 1760, the State Veteran's Preference Bill which would reduce the number of points awarded to veterans in State Civil Service examinations. The motion also called for a phone call to Senator Milton Marks asking him to vote for the Bill on May 13th. Commissioner King seconded the motion and Commissioner Watkins spoke in opposition. The motion was adopted by a 9-1 vote, Commissioner Watkins dissenting.

Commissioner Fama next introduced the subject of lobbying follow-through to ensure that when the Commission votes to support a piece of legislation that the Legislative Chair refers it to the Commission's standing committees for follow-up and outreach to community groups as a further lobbying effort. Commissioner Martin moved that the Commission adopt this procedure and Commissioner Fama seconded the motion. It was unanimously adopted.

COORDINATOR's REPORT

Coordinator Keller introduced an announcement from the CORO Foundation which was distributed to each Commissioner. The Foundation is having a Public Affairs Training Program for Women. The program combines group field experiences, individual assignments and training seminars. Women interested in applying should contact the CORO Foundation, 149 9th Street, San Francisco 94103 or phone 863-4601.

CALENDAR MATTERS

The next regular meeting of the Commission will be May 25th at 7:30 P.M. at 282 City Hall.

COMMISSION ON THE STATUS OF WOMEN
Minutes of May 25, 1976

ATTENDANCE

Present: Greer (presiding), Caldera, Fama, King, Lame, Martin, Reilly, Revelo, Stafford and Watkins

Excused: Ramer

Staff: Smallwood, Bugarin, Curry, Perryman, Wilson

MINUTES OF MEETING OF MAY 11, 1976

The Minutes of the May 11 Meeting were approved as corrected by Commissioner Martin: at the May 11 Meeting, Commissioner Martin had asked that the Commission rescind--not reconsider--its January 27 vote not to endorse the 11 Point National Women's Agenda. The Agenda for the May 25th Meeting was corrected to correspond to this correction.

CORRESPONDENCE

To, Governor Edmund G. Brown, Jr., a letter announcing the Commission's support of the Comprehensive Health Planning Council's application for a health delivery system under the National Health Planning Act of 1974.

To, the Civil Grand Jury, a letter asking them to look into Odile Ferras' complaint and inform the Commission of its findings.

To, the Editor of Newsweek, stating that the Commission has never publicly discussed the Mary Hartman, Mary Hartman show and that it has no fixed adjournment time.

To, Dr. Carlton Goodlett, Editor/Publisher of the Sun Reporter, pointing out that the Commission on the Status of Women was omitted from the list of City Commissions listed in their Merit Award Advertisement May 3.

To, State Senator Robert Presley, a letter asking that nondisclosure of the addresses of victims be added to SB 1961 which currently includes only nondisclosure of the addresses of rape victims.

From, Farhad Samii, Civil Service College, San Francisco Community College District, a letter advising the Commission that the Physical Fittness Class for female firefighters will be held from May 28th through July 3rd with three sessions per week.

From, Dr. Carlotta Mellon, Appointments Assistant to the Governor, a regretful response to the Commission's letter to the Governor asking that Raymond Procunier's name be withdrawn from consideration as director of the Adult Authority.

From, Joan Dillon, President, CSA/Local 400, a letter requesting COSW support for their position in the selection of a new City Librarian.

From, Senator John V. Tunney, a letter announcing that the Senate fell three votes short of overriding the President's veto of HR 9803, the Title XX bill.

ODILE FERRAS CASE

Commissioner King read a joint memorandum, prepared by she and Commissioner Caldera, which summarized the facts in the case and presented the Commissioners' findings. There is little that the Commission can do further in the case other than to be supportive of Ms. Ferras' future efforts. At Ms. Ferras' request, the Commission wrote a letter to the Civil Grand Jury asking them to look into the matter, Three members of the Grand Jury were present at the meeting. They will investigate the case and report their findings back to the Commission. The Commission will forward its files to the Grand Jury.

VOTE TO RESCIND NON-SUPPORT OF THE WOMEN'S AGENDA: Del Martin

Commissioner Martin pointed out that parliamentary procedures make a motion to reconsider the matter impossible; she would, therefore, introdue a motion to rescind the vote. Chairperson Greer pointed out that only an affirmative action can be rescinded. Therefore, Commissioner Martin introduced a motion calling upon the Commission to convene a special committee to formulate a women's agenda for the San Francisco Commission. This motion was seconded by Commissioner Fama and amended by Commissioner King to ensure that community input would go into the agenda. Both the amendment and the motion were unanimously approved. Chairperson Greer appointed Commissioners Reilly, Martin and Watkins to serve on this Committee.

LEGISLATIVE COMMITTEE

Commissioner Fama moved that the Commission endorse Assembly Bills 958 (providing overtime pay for hours worked beyond 8 in a day and 40 in a week); AB 1174 (providing for a ten minute rest period for each four hours worked); and AB 1175 (providing for a 30 minute meal period without compensation for each five hours worked). All three bills were introduced by Assemblyman Berman and had been recommended for endorsement by the Legislative Committee. Commissioner King seconded the motion. However, owing to concern over AB 958 the motion was defeated by a vote of 5 to 5: Commissioners Fama, King, Lame, Martin and Stafford voting to endorse and Commissioners Caldera, Greer, Reilly, Revelo and Watkins voting not to endorse. Commissioner Martin moved to reconsider AB 1174 and 75. This motion was seconded by Commissioner Fama and unanimously adopted. The motion to endorse the two bills was also unanimously adopted.

Commissioner Fama introduced AB 2026 (Alatorre) which would guarantee equal wages be paid to all employees performing substantially the same work. Commissioner Caldera moved endorsement of the bill and Commissioner Revelo seconded the motion. The motion was unanimously adopted.

Commissioner Fama moved that the Commission endorse AB 3881 (Fazio) which would provide unemployment disability compensation three weeks before and after birth. Commissioner King seconded the motion and it was unanimously adopted.

Commissioner Fama moved the Commission endorse SB 575 (Robbins) which would set procedures to be followed by County Hospitals in the examination and treatment of rape victims. Commissioner King seconded the motion and it was unanimously adopted.

REPORT ON THE MEETING WITH THE FRIENDS OF THE COMMISSION: Cathy Smallwood

Cathy Smallwood reported on the meeting held on March 19th. The immediate priorities for the Friends will be the Commission Newsletter, to locate an "Executive Loaner" to head up the Resource/Talent Bank and equipment for the Commission office. Members of the Friends' Rules and Procedures Committee held an informational meeting with members of the Friends of the Public Library on May 13th. The next General Membership meeting of the Friends will be on June 15th at the Main Library in the Third Floor Commission Room.

SPECIAL PROJECTS COMMITTEE: Betsy Stafford

Commissioner Stafford moved that the Commission adopt the guidelines for Conference/Workshop participation prepared by Jan Schmuckler and the Special Projects Committee. Commissioner King seconded the motion. Commissioner Martin amended the motion to remove time restrictions on filing the forms. The amendment and the amended motion were unanimously adopted.

Commissioner Stafford moved that the Commission adopt the Goals and Objectives of the Resource/Talent Bank. Commissioner Fama seconded the motion and it was unanimously adopted.

CRIMINAL JUSTICE COMMITTEE: Angie Lame

Commissioner Lame introduced a motion to write a letter of support to the Sex Discrimination Committee of the Barristers Club of the San Francisco Bar Association's proposal to set up a Rape and Domestic Violence Services Project. The Committee will be applying for LEAA funds from the Mayor's Criminal Justice Council. Commissioner King seconded the motion and it was unanimously adopted.

Commissioner Lame moved that the Commission endorse the State Conference on Women and Violence. This motion was seconded by Commissioner Fama and unanimously adopted.

Ms. Jackie Bouchard, President of the Bay Area Feminist Federal Credit Union requested that the Commission send a letter of support to accompany their letter of protest to Police Chief Charles Gain asking that two officers be reprimanded for their behavior when they answered a burglary call at the BAFFCU office. Ms. Bouchard stated that the officers made insulting remarks and refused to file a report. Commissioner Lame moved that the Commission send the letter. Commissioner Fama seconded the motion and Commissioner Caldera amended the motion to have copies of the letters sent to the members of the Police Commission. The amendment was unanimously adopted and the motion as amended was unanimously carried.

EDUCATION COMMITTEE: Bernice Watkins

Kay Curry of the Commission staff reported on the Title IX Conference she attended May 20th and 21st in San Mateo. The Conference was sponsored by the State Department of Education. Ms Curry reported that of the 22 agencies represented at the Conference, the San Francisco Commission was far ahead of the others in their understanding and

implementation of Title IX.

EMPLOYMENT COMMITTEE: Nikki King

Commissioner King reported on the Self-Empowerment Task Froce's Lifework Planning Workshop held on Saturday May 22nd. Commissioner King moved that the Commission send a letter of thanks to Bob Siberry and Vicki Zenoff who conduceted the workshop. Commissioner Fama asked that a special thanks be included to Ms. Zenoff for a book she donated to the Commission's library. The motion was unanimously adopted.

Commissioner King reported that Permanent Part-Time Employment had been defeated at the May 17th meeting of the Civil Service Commission, but that the Board of Supervisors had adopted a resolution supporting it on May 24th. Commissioner Watkins moved that the Commission send a letter to CSA/Local 400 to enlist their support in the issue. Commissioner Reilly seconded the motion and it was unanimously adopted.

Commissioner King gave a brief report on the meeting with the female firefighter applicants held Monday, May 24th at the Main Library. Seventy-five applicants attended. Among the speakers who addressed the applicants were Lois Salisbury, Public Advocates, Earl Gage, San Francisco Fire Department, Devora Nelson and John Drocco who will be teaching the physical fitness class and Helen Lopez, Project Agility.

HOUSING COMMITTEE: Nicerita Revelo

Commissioner Revelo reported on the upcoming reception to be held to honor La Casa de Las Madres. The reception will be held in late July or early August. Two sites are currently under consideration.

COORDINATOR'S REPORT: Cathy Smallwood

Dr. Smallwood announced that the follow-up regional conference on Women and the Economy will be held June 26th at Marina Jr. High School, 9:30 a.m. to 4:30 p.m. San Francisco and Alameda County Commissions are co-sponsoring the conference and Marin and Sonoma Counties will be participating.

Dr. Smallwood also announced that there was a memo in each Commissioner's packet from Dr. Ramer asking each Commissioner for $5.00 to defray the costs of the reception she will be hosting for the officers of the National Association of Commissions on the Status of Women.

SF
6-7-76
SF

DOCUMENTS
JUN 22 1976
SAN FRANCISCO
PUBLIC LIBRARY

COMMISSION ON THE STATUS OF WOMEN
Minutes of June 8, 1976

ATTENDANCE

Present: Greer (presiding) Fama, King, Ramer, Reilly, Revelo, Stafford and Watkins

Excused: Caldera, Lame', Martin

Staff: Heller, Wilson

The minutes of May 25, 1976 were approved as submitted.

CORRESPONDENCE

To, All people receiving the Commission's Minutes, a letter announcing that the Commission must cut back its circulation of the minutes owing to 1976-77 budget cuts. The announcement included a tear-off sheet to be mailed back by those who wished to continue to receive the minutes.

To, William Mallon, Director, Mayor's Criminal Justice Council, a letter supporting the Sex Discrimination Committee of the S.F. Barrister's Club's application to establish a Rape and Domestic Violence Service Project.

To, Senator Allen Robbins, a letter endorsing SB 575.

To, Richard Alatorre, Assemblyman, a letter endorsing AB 2026.

From, Sandra Blair, Attorney, a copy of a letter to James Kearney, Principal of Lowell High School, protesting a "punctuation exercise" used in an English Class entitle "The Women Must Go."

From, Maggie O'Hara, a copy of a letter to the Manager of S & C Ford, 2001 Market Street, protesting the remarks, whistles, hoots and other insults she is constantly subject to as she walks past S & C's garage door.

From, Evelyn Boyle, Director, Downtown YWCA, a letter of appreciation for the Lifework Planning Workshop sponsored on May 22.

From, Lt. Governor Mervyn Dymally, announcing that the proceedings of the conference will be sent soon and thanking the commission for its participation.

From, Salem Farag, Chief, Office of Statewide Health Planning and Development, announcing that the Commission's recommendation of the Comprehensive Health Planning Council's application under Public Law 93-641 will be considered during staff review.

From, Gayle Durgin, Administrative Assistant to the Governor, a copy of a letter from Julian Camacho, Deputy Director of the Department of General Services to Jayne Townsend, President of San Francisco NOW regarding the Bay Area Business Fair '76.

National Women's Agenda: Helen Fama

Commissioner Fama introduced a motion to deviate from parliamentry procedures for the purpose of striking from the Commission's record the negative vote on the National Women's Agenda taken on January 27, 1976. This motion was seconded by Commissioner King and adopted by a vote of 5 to 3: Commissioners Fama, King, Revelo, Stafford and Watkins voting in favor, Commissioners Greer, Ramer, Reilly dissenting. Commissioner Fama then introduced a motion to expunge the Commission's January 27th vote against the Women's Agenda. This motion was seconded by Commission-

er Stafford, but defeated by a vote of 4 to4: Commissioners Fama, King, Revelo and Stafford voting in favor, Commissioners Greer, Ramer, Reilly and Watkins voting against it.

REPORT ON THE COMMITTEE ON COMMITTEES: BERNICE WATKINS

A report from this Committee will be forthcoming at the June 22nd meeting since the Committee will not meet until June 9th.

COMMITTEE REPORTS

Legislative Committee: Helen Fama, Chairperson

Federal Service Veterans Preference Points. Commissioner Fama announced that the San Francisco Commission has been asked by Advocates for Non-Veterans Employment Rights to introduce a resolution at the meeting of the National Association of Commission on the Status of Women. The Commission will attempt as non-members, to have the resolution put on the Association's agenda. The resolution calls for disseminating information on the effects of veterans' points and merits hiring, encouragement of passage of H.R. 9575, which would eliminate future veterans' preference points and a request to Congress to hold hearings on veterans' points.

Endorsement of AB 958. Commissioner Fama introduced a motion that the Commission endorse AB 958, Senator Berman's Overtime Bill and send letters to members of the appropriate legislative committee and local representatives. Commissioner King seconded the motion and it was unanimously adopted.

Commissioner Watkins introduced a motion that the Legislative Committee meet and confer with Local 400 on any legislation which would result in the changing of working conditions for City and County Employees. The motion was amended by Commissioner Stafford to add "and or any other unions relevant to the legislation in question", and by Commissioner Ramer to delete to words "meet with". The two amendments and the motion as amended were unanimously adopted.

AJR 46 and 47 Constitutional Amendments. Commissioner Fama introduced a motion that the Commission advise the local representatives in Sacramento to vote not to AJR 46 and 47, the "Right-to-life" anti-abortion amendments to the State Constitution. The motion was seconded by Commissioner King and carried by a vote of 6-2: Commissioners Fama, King, Ramer, Reilly, Stafford and Watkins voting in favor, Commissioners Greer and Revelo dissenting.

HEALTH COMMITTEE: Dr. Cyril Ramer, Chairperson

Request for Endorsement of HR 12455. Dr. Ramer introduced a motion to endorse HR 12455. This bill is essentially the same as HR 9803, the Title XX Childcare Bill which the President vetoed and Congress failed narrowly in the Senate to override. It is expected because of modifications in the new bill that it will pick up votes in the Senate from Senators who did not vote to override the President's veto. Dr. Ramer's motion also included the provision that letters of support be sent to Senators Cranston and Tunney as well as San Francisco's two Congressmen. The motion was seconded by Commissioner King and unanimously adopted.

Testimony in Support of AB 3059. Dr. Ramer introduced a motion to approve testimony to be given before the Senate Education Committee on June 9th by Lynne Warren, Chairperson of the Child Care/Child Development Subcommittee and that copies of the testimony be sent in letter form to San Francisco's representatives in the State legislature. The motion was seconded by Commissioner King and unanimously adopted.

SPECIAL PROJECTS COMMITTEE: Betsy Stafford, Chairperson

WomeNews. Commissioner Stafford introduced WomeNews, the newsletter published by the Special Projects Committee's Newsletter Task Force with funds donated by Friends of the Commission. The First Edition was put together by Carol McCollister, Pamela Gruber, Sharonlee Johnson, Donna Solomon, Ann Blumlein with artwork by Pat Meier. Commissioner Stafford moved that the Commission send letters of thanks to those organizations and individuals who generously donated or pledged money to assist the First Edition of WomeNews. This motion was seconded by Commissioner Ramer and unanimously adopted.

HOUSING COMMITTEE: Nicerito Revelo, Chairperson

Commissioner Revelo announced that the Housing Committee's Reception for La Casa de Las Madres will be held Friday, July 30th, 4:00 p.m. to 9:00 p.m. at the Van Doren Gallery, 10 Gold Street. The Gallery will be having a showing of works by women artists at this time.

EMPLOYMENT COMMITTEE: Nikki King, Chairperson

Commissioner King announce that it will be requested that Permanent Part-Time Employment to be reheard by the Civil Service Commission on June 21. Added weight should be given to the case since Mayor Moscone has signed the Board Resolution in favor on Permanent Part-Time.

Commissioner King announced that the Physical Fitness classes being offered by S.F. Community College District and The Commission on the Status of Women for female fire fighter applicants are being well attended: between 55 and 75 women have been attending the classes which will run through June 30th. The classes are being held from 6:00 to 8:00 p.m. on Fridays, 2:00 p.m. to 4:00 p.m. on Saturdays and from 10:00 a.m. to 12:00 p.m. on Sundays.

Commissioner King introduced a draft letter to Bernard Orsi, General Manager Personnel, Civil Service Commission, urging that volunteer work be credited on job applications. The motion was seconded by Commissioner Fama and unanimously adopted.

Commissioner King introduced a motion that a letter be sent to the Mayor urging that equality hiring be utilized in the selection of a City Librarian. The motion was seconded by Commission Fama and unanimously adopted.

COORDINATOR'S REPORT

Coordinator Heller announced that staff member Lena Bugarin had left to return to Medical School. The Commission will seek to have CETA fill the position as soon as possible. CETA has filled the clerical opening that has existed since April.

Coordinator Heller also announced that the Commission's future occupancy of 50 Fell Street is uncertain at the moment. The Commission will be working to develop an alternative location and to avoid being placed in 164 City Hall which would be impossible to use because of the noise level and open space.

Coordinator Heller announced that the follow-up regional conference to the May 1st Conference Women in the Economy will not be held on June 26th as planned. The Commission has yet to receive the copies of the resolutions from the May 1st Conference from Lt. Governor Dymally's office.

F
SF
3176

DOCUMENTS
JUL 21 1976
SAN FRANCISCO
PUBLIC LIBRARY

COMMISSION ON THE STATUS OF WOMEN
Minutes of July 13, 1976

ATTENDENCE

Present: King, Martin, Ouye, Rothschild

Absent: Caldera, Greer, Lame', Ramer, Reilly, Revelo, Watkins

Staff: Heller, Curry, Smallwood, Wilson

In the absence of both the Chair and the Vice-Chair, the meeting was called to order by Commissioner King. Commissioner King introduced newly-appointed Commissioners Sandy Ouye and Tony Rothschild and Commissioner-designate Lori Horne. Commissioner King noted that there was no quorum and that therefore there could be no meeting. She apologized to the new Commissioners, reflecting that it must be a particularly unsettling way to begin their terms on the Commission.

Coordinator Heller pointed out that Commissioner Lame' had suggested that the Commission hold a special meeting on July 20th to take up the items on the July 13th agenda. According to the Commission's Rules and Procedures, a special meeting may be called either by the Chair or at the request of six Commissioners.

It was then decided that since a meeting could not be held, that a short informal rap session might be held between Commissioners and members of the audience. During the ensuing discussion, the following points were raised:

- Commissioners Martin and Ouye both expressed their concern for those people who came to speak to a particular issue and who might be unable to return to a meeting on the 20th or as Commissioner Martin put it "keep coming to various meetings in the hope that there might be enough Commissioners present to take action." She extended the invitation to anyone in the audience who had mome to testify that could not return on the 20th to give their testimony which would then be recorded as a matter of record.

- In response to a question by Commissioner-designate Horne on the Title IX Press Conference, Coordinator Heller indicated that it was not in jeopardy because of the lack of a quorum, since it has already received approval from the Commission, being the one issue that the State Commission has charged all local Commissions to work on.

- Former Commissioners Betsy Stafford and Helen Fama expressed their embarrassment and unhappiness over the welcome given the new Commissioners. Commissioner King, responding to a question by Commissioner-designate Horne, noted that this was the first time the Commission had failed to have a quorum.

- Sharron "Mama" O'Shea expressed her disgust over the fact that there was no quorum, and noted that this was indicative of why the Commission does need change. She also pledged her continued support of the Commission.

- Odile Ferras made an appeal to the new Commissioners for a renewed effort in her case. Commissioner King promised that copies of the report made in Ms. Ferras' case would be forwarded to the new Commissioners. Commissioner Rothschild indicated that it was his reading of the Minutes of the first year, the Ordinance and the Rules and Procedures that the Commission is an agency for the collection and dissemination of information and that it lacked the power to rectify anything other than through pressure. Commissioner King noted that there were several cases during the year when the Commission was able--inspite of its lack of legal power--to work with other City agencies to solve problems.

- Maureen Thompson welcomed the new Commissioners and said that the Commission is in need of leadership in the upcoming year. She also expressed her hope that Commissioners would prepare themselves in advance and be able to vote on issues when they arise.

- "Mama" O'Shea called for strong, progressive leadership in the coming year. She also called upon all Commissioners to forget about cliques, and get down to issues.

- Commissioner Ouye noted that it was her reading of the first year's minutes that the Committees had had little influence on the Commission as a whole. Noting that it is at the Committee level that the work and research is done, she called upon

the Commission to pay attention to Committee work. Commissioner Martin noted that on the three committees on which she has worked she has found active, qualified people and that the problem is the unclear relationship between the committees and the Commission as a whole.

- Isaac Romano, who had been scheduled to address the Commission, noted that the issue he was bringing before the Commission had been resolved to his satisfaction and that he would make a full report at the next meeting of the Commission.

COMMISSION ON THE STATUS OF WOMEN

July 20, 1976

The Minutes of this special meeting are missing.

San Francisco Public Library
Government Information Center

F
S3
#3
6176

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN

50 FELL STREET
FIRST FLOOR
SAN FRANCISCO, CALIFORNIA 94102
TELEPHONE 558-3653

PRESS RELEASE

FOR IMMEDIATE RELEASE

FOR FURTHER INFORMATION

SUSAN HELLER 558-3653

MAYOR ADDRESSES WOMEN'S COMMISSION

Mayor George Moscone will address the Commission on the Status of Women at its regular meeting on Tuesday, July 27th. The Mayor will use this opportunity to outline his administration's priorities and expectations of the Commission during the upcoming year. The Mayor's first appearance before the Commission coincides with the Commission's election of its Chairperson.

Commission meetings are held in Room 282 City Hall, 7:30 P.M.

DOCUMENTS
AUG 9 1976
SAN FRANCISCO
PUBLIC LIBRARY

COMMISSION ON THE STATUS OF WOMEN
Minutes of July 27, 1976

ATTENDANCE

Present: Reilly, Acting Chair, Caldera, Horne, King, Lamé, Martin, Ouye, Ramer, Revelo, Rothschild, Watkins

Staff: Heller, Curry, Gutierrez, Levy, Smallwood, Wilson

MINUTES

The minutes of the July 20th Special Meeting were approved as submitted.

COMMUNICATIONS

From, Henry Der, Executive Director, Chinese for Affirmative Action, urging the Commission to request a Chinese bi-lingual CETA employee from the Mayor's Office of Employment and Training.

From, Ruby Tom, member of the Commission's Education Committee and Friends of the Commission, registering her concern that there is no Chinese staff members and citing a need for such.

At this point Commissioner Ouye introduced a motion that the Commission request that the Mayor's Office of Employment and Training assign or transfer a Chinese Bilingual staff person to the Commission. The motion was seconded by Commissioner King and unanimously adopted.

From, Eunice Elton, a copy of her letter of John Burr, Redevelopment Agency, notifying the Agency of her office's intention to vacate 552 McAllister Street by September 30, 1976, clearing the Commission to negotiate a lease.

From, The National Women's Policital Caucus, a letter requesting the Commission to co-sponsor a candidates night on September for candidates on women's issues. After a discussion with Beatrice Duncan, Caucus Coordinator, about what the Candidates Night would be and what the Commission would be expected to do to fulfill its role as co-sponsor, Commissioner Horne moved that the Commission agree to co-sponsor the Candidates Night. This motion was seconded by Commissioner Ouye and unanimously adopted.

From, Cathleen Connolly, Women Organized for Employment, a letter regarding the Ford Administration's attempt to weaken affirmative action program requirements for goals and timetables. Ms. Connolly suggests that a series of regional hearings to discuss proposed changes.

From, Odile Ferras, a submitted letter further documenting her employment discrimination complaints.

From, Captain John A. McSweeney, S.F.P.D. notifying the Commission that the Complaint filed by employees of the Bay Area Feminist Federal Credit Union against the conduct of officers investigating an alleged burglary is being investigated.

From, Eve Williams, Director, Embarcadero Referral Service, a listing of job openings.

From, The Bay Area Open College, announcing the Women's Studies Program, Fall Semester beginning September 13, 1976.

ADDRESS BY THE MAYOR

The Mayor began by stating that his appearance at various City Commissions is to dispell the growing belief that there is separation between the commissions and the Mayor's Office. He urged the Commission to evaluate the accomplishments of its first year. The Mayor cited the following priority areas that he hoped the Commission would become/remain involved in:

-Affirmative Action. Work with the Civil Service Commission in helping to develop an Affirmative Action Program for the City. The City, noted the Mayor, must set the example for all of San Francisco in the area of employment.

-Monitor all state and federal legislation as well as develop local legislation where none exists. He urged the Commission not to be put off because a law was lacking.

-Day Care. He noted that affirmative action in employment for women is meaningless unless the burden of child care is reduced for working mothers.

He pledged his intention to cooperate with the Commission and said that if the Commission does not feel that it is receiving the cooperation of other departments in its work, that the Commission should express its dissatisfaction at the Mayor's Office.

Following his prepared statement the Mayor entertained questions from both Commissioners and members of the audience. The question and answers that were discussed are as follows:

-Viola Gonzales asked the Mayor if there are any plans to expand the Commission's meager budget. He stated that due to the $42 billion gap even after across the board budget cuts this will not be feasible in the immediate future.

-The nature of the role which the Mayor's Office intends to play in implementing and/or monitoring an Affirmative Action program was raised by Pat Cardona. The Mayor feels that instead of appealing court decisions which find the city out of compliance with these rules that the Mayor's Office ought to sit down and work out the problem. There are two appeals cases currently in Federal court which the Mayor is instructing the city attorney to drop.

-Commissioner Rothschild presented the Mayor with a hypothetical; if the Ordinance were amended to give the Commission subpoena power would the Mayor support such a change? As long as the purposes of the subpoena are in accordance with the "proper purposes" of the Commission, the Mayor would not have any opposition.

ELECTION OF CHAIRPERSON

Nominations for the Office of Chairperson were made at the Special Meeting of July 20th. Commissioners Martin and Watkins had been nominated. By a vote of 6-5, Commissioner Martin was elected.

CONSIDERATION OF COMMITTEES

Chairperson Martin said that she has made no decisions yet in the matter of Committees and Committee assignments. She noted that there are currently two Chairs--Legislation and Special Projects--open and that no decision will be made until the August 10th meeting. She also indicated that she was thinking about replacing the Rules and Procedures Committee, the Committee on Committees and the Personnel Committee with a single 5 person administrative Committee.

CRIMINAL JUSTICE COMMITTEE: Angie Lamé, Chairperson

Commissioner Lamé introduced Mama O'Shea, Chair of the Prison Reform Task Force. Ms. O'Shea began her presentation by pointing out that two days after her request for Commission assistance in painting the Women's Jail (this was brought up at the Special Meeting on July 20th) the City started to paint the cells. Apparently, she noted, "We shamed them into doing it."

Ms. O'Shea then introduced the San Francisco Sheriff's Department Women's Center Work Furlough Program proposal. According to a study of the Women's Jail Study Group, two-thirds of the women prisoners now sent to San Bruno Jail could be placed in a work and education furlough program. To be successful, such a program must expand the range of opportunities available to women through work and education furlough. The Task Force urged that the the program be moved out of the jail (the current proposal would place it in the sixth floor of the Jail at 850 Bryant Street); such a facility would meet the housing needs of both incarcerated and of the establishment of a re-entry center, which will be presented to the Commission in detail at a later date.

Commissioner Ouye moved that the Commission approve the proposal. This motion was seconded by Commissioner Reilly and unanimously adopted.

A second recommendation of the Task Force is that the next appointee to the Parole Board be a woman active in the community and in criminal justice and aware of and sensitive to the needs of incarcerated women and ex-offenders. Commissioner Ouye moved that the Commission strongly urge that the next appointment to the Parole Board be such a woman and that one position always be set aside for a woman and another for a man and the third remain at the option of the Presiding Judge. The motion was seconded by Commissioner Horne and unanimously adopted.

Commissioner King and Martin reported on the Victim/Witness Assistance Project. Commissioner King had presented the Commissions objections to the Executive Committee of the M.C.J.C. and the project has been sent back to the Citizens Safety Task Force to be reworked.

HEALTH AND CHILDCARE COMMITTEE: Cyril Ramer, Chairperson

Commissioner Ramer noted that the letter to Secretary Obledo requesting public hearings on Sterilization has been sent and that the Committee's recommendations on the subject will be presented at the August 24th Commission Meeting.

EMPLOYMENT COMMITTEE: Nikki King, Chairperson

Commissioner Caldera introduced Pat Cardona, Co-Chair of the Affirmative Action in Civil Service who reviewed the minutes of the July 22nd meeting. The meeting focused its attention upon two proposed affirmative action plans

for the City: one sponsored by Civil Service and the other by the Mayor. The plans will be reviewed and discussed at the August 5th meeting.

RULE OF THREE

Commissioner King reported that the Board of Supervisors had put over action on the proposed Charter Amendment until the meeting of 9th. At the July 27th meeting, a Civil Service Commission sponsored amendment was introduced by Supervisor Feinstein which would require departmental justification of all appointments of persons not at the top of the list. Supervisor Molinari, sponsor of the Charter amendment, expressed his opinion that he would then vote against the measure. Commissioner Ouye introduced a motion that the Commission oppose Supervisor Feinstein's amendment. This motion was seconded by Commissloner Reilly. Commissioner Rothschild argued that the amendment--in the absence of an affirmative action plan in the amendment--would be better than merely adopting the Rule of Three. Commissioner Ouye's motion carried by a vote of 10-1, Commissioner Rothschild dissenting.

The question of whether each Commissioner must vote was raised. Proposition F, passed in November, 1975, stipulated that each Board and Commission adopt a rule requiring each member to vote rather than abstain on each issue. The Commission had adopted this practice without ever having adopted a rule to do so. Commissioner Reilly moved that the Commission adopt such a rule. Commissioner Rothschild moved to table the matter. This motion was seconded by Commissioner Lamé and adopted by a vote of 9-2, Commissioners Reilly and Caldera dissenting.

PUBLIC WORKS NON-TRADITIONAL FOR YOUNG WOMEN

Commissioner King and Dalia Gutierrez, Commission on the Status of Women Staff, reported on a meeting they had with John Roumbanis, Program Coordinator of the Department of Public Works Summer Youth Program on July 27th. Among their findings were that 48.3% of the program participants are females and that there has been an increase in young women participating in non-traditional areas of employment. More women now hold jobs as building maintenence workers, draftsperson, street cleaners, landscapte maintenance workers and, surveyors and mappers. They visited several of the job sites and spoke to several of the young women who indicated that they were happy in the areas in which they were working. Commissioner King introduced a motion that a letter be sent to Myron Tatarian, Director of D.P.W. commending him on his efforts for a very fine Summer Project and that a special commendation be given to John Roumbanis for his leadership. This motion was seconded by Commissioner Caldera and unanimously adopted.

COORDINATOR'S REPORT

Coordinator Heller, referring to a letter from Rudy Nothenberg of the Mayor's Office on the subject of Annual Reports, asked the Commission's sense on whether it would rather prepare an annual report or update the recently submitted six-month report. The Commission decided to update the six-month report and send it.

Coordinator Heller gave a progress report on the planning session for the upcoming regional planning conference for the Women in the Economy Conference. The next meeting will be held on July 29th. Current plans call for a morning session devoted to developing resolutions in five key employment areas and an afternoon session to discuss these resolutions with legislators.and key administrators.

THE NEXT MEETING OF THE COMMISSION WILL BE AUGUST 10TH.

SF

COMMISSION ON THE STATUS OF WOMEN
MINUTES OF MEETING OF August 10, 1976

ATTENDANCE: Martin (presiding), Caldera, Horne, King, Lamé, Ouye, Revelo, Rothschild, Watkins

Excused: Ramer, Reilly

Staff: Heller, Curry, Wilson

DOCUMENTS
AUG 23
SAN FRANCISCO
PUBLIC LIBRARY

MINUTES OF MEETING OF JULY 27th:

On page four, the fifth line under the discussion of the Rule of Three, Commissioner King asked that the words "...not at the top of the list." be stricken and the words "...for arbitrary or political reasons" be inserted in their place so the corrected sentence would read: "At the July 27th meeting, a Civil Service Commission sponsored amendment was introduced by Supervisor Feinstein which would require departmental justification of all appointments of persons for arbitrary or political reasons.

The minutes were then approved as corrected.

CORRESPONDENCE

To, Captain J.H. Webber, Commanding Officer, United States Naval Base, Mare Island, California, a letter protesting the fact that due to veterans preference points only 5 of 600 applicants to be interviewed for apprenticeship positions are women.

To, the Board of Supervisors, a letter notifying them that the Commission voted against Supervisor Feinstein's proposed amendment to the Rule of Three Charter Amendment.

To, S. Myron Tatarian, Director, Department of Public Works, a letter commending the Department and John Roumbanis for their exemplary work in the DPW Summer Youth Program.

To, Sherrif Richard Hongisto, urging that the next appointee to the Parole Board be a women.

To, Robert Won, Director, Mayor's Office of Employment and Training, a letter commending Nancy Yokoyama and Sandy Espinoza for their coorperation with the Commission in working to fill CETA slots on staff.

From, Institute for Local Self Government, a letter containing information on affiramtive action efforts in several California counties.

From, the Women's Yellow Pages, a letter notifying the Commission that they are unable to accept the Commission's ad for the second edition of the Women's Yellow Pages because there is "one man involved" with the Commission.

From, the United Cerebral Palsy Association of San Francisco, a copy of their Independent Living Center grant to the Department of Rehabilitation.

Chairperson Martin took a moment to go over some procedural matters. She pointed out that when a motion is introduced Commissioners will speak first and then members of the audience--if recognized by the chair and provided that their remarks are kept short and to the point and not merely repetitious of what has already been said.

As to motions, she asked that staff write down the motions, noting that it is hard for Commissioners to think and write at the same time. Finally, she asked that all votes be by show of hands so that an accurate record can be kept.

DOCUMENTS
AUG 2 3 1976
SAN FRANCISCO
PUBLIC LIBRARY

SPECIAL ORDER: Legislative Committee: Formal Adoption of Proposition F

Chairperson Martin requested that this matter be taken out of order since its adoption would have an effect upon the further course of the meeting. She pointed out that the Commission had never formally adopted a rule forbidding abstentions except in cases of conflict of interest as required by Proposition F, passed in November's election. She indicated that she would entertain a motion to do so. Commissioner King introduced such a motion which was seconded by Commissioner Ouye. The motion was adopted by a vote of 8 - 0 with Rothschild abstaining.

COMMITTEE ASSIGNMENTS: Chairperson Martin

Chairperson Martin announced that Commissioner Rothschild has been appointed to chair the Legislative Committee, Commissioner Horne the Special Projects Committee, and, with the advice and consent of Commissioner Revelo, Commissioner Ouye has been appointed to Co-Chair the Housing Committee.

She also announced her selections to the Administrative Committee: It will consist of Commissioners Martin and Reilly as Chair and Vice Chair, Commissioner King, Rothschild and Watkins. It will meet monthly for the time being, its first meeting being Tuesday, August 17th, 5:30 p.m. at the Commission Office. The Coordinator will attend and take minutes.

Noting that according to the bylaws of the Friends of the Commission the Chairperson of the Committee or her alternate will serve as an ex-Officio members of the Board of the Friends, Chairperson Martin appointed Commissioner Ouye to serve as her alternate.

HOUSING COMMITTEE: Nicerita Revelo, Chairperson

Commissioner Revelo thanked all who had attended the Reception for La Casa de Las Madres on July 30th. The evening brought in about $400.00 for La Casa.

International Hotel - Commissioner Revelo gave a brief summary of the history of the struggle of the tenants of the International Hotel to maintain the hotel as their residence. For years, the hotel has served as a home for retired people on fixed incomes. Most of the hotel's residents are Filipino and Chinese. The current owner wants to demolish the building. The tenants want to purchase the building and maintain it, owning it through a non-profit corporation. To this end, the tenants have raised $150,000 in cash and pledges. The owners have sought to evict the tenants who are staying now by virtue of a stay of execution issued by the California Supreme Court.

Recently Mayor Moscone devised a plan which--if carried out--could save the hotel for the residents. It would involve the City acquiring the site through eminant domain. The hotel would be purchased by the Housing Authority with Community Development Block Grant Funds. It could then be resold to the non-profit corporation to operate.

Commissioner Revelo moved that the Commission send a letter to Mayor Moscone supporting his plan for acquisition of the Hotel. Thismmotion was seconded by Commissioner King and unanimously adopted.

Commissioner Revelo then introduced a second motion asking that a letter also be sent to the Board of Supervisors urging them to support Mayor Moscone's plan and to approve the use of Community Development funds to acquire the hotel, and to stipulate that the hotel be re-sold to the non-profit corporation. Commissioner Ouye seconded the motion and after dis-

cussion it was unanimously adopted.

EMPLOYMENT COMMITTEE: Nikki King, Chairperson

1. Mare Island Shipyard Apprenticeships - Coordinator Heller introduced Christie Niebel of Women in Apprenticeship who reported on the situation at Mare Island.

Ms. Niebel reported that there are 400 positions in 15 trades for which examinations were given at the Base. Women in Apprenticeship had tutored 150 women in the Bay Area to prepare them for the examination. Six hundred people have been called to be interviewed for these four hundred positions, and of these six hundred FIVE are women. The reasons for so few women being called are: (add to above: Additionally, only persons s scoring 100% or above and who are veterans are being called for oral interviews).

a. Veterans Preference: all but the five women candidates are male veterans who achieved their high scores with the aid of veterans preference points.

b. Blue Collar Points: points given to people with previous blue collar experience--almost exclusively men.

In addition, Ms. Niebel pointed out that there are non veteran women who scored 100% on the examination who will not be interviewed because they are not veterans. Citing the importance of such jobs to women--in particular to single women heads of households--Ms. Niebel asked that the Commission send a representative to a pre conference being held on August 11th at the Base Gate, conduct research into Navy Hiring practices and work on legislation--both at the state and federal levels--to prevent such a situation from arising in the future. Coordinator Heller noted that a letter of protest had been sent to Captain Webber, Base Commander, protesting the situation, and requesting that women scoring over 90% be called for interviews.

In the ensuing discussion it was brought out that while elimination of veterans preference points and restructuring of the examination would be beneficail in the long run, that these would be of no help to the current group of women who took the test.

Commissioner King moved that the Commission send a representative to the August 11th Press Conference to read a statement in support of the women's demands. Commissioner Revelo seconded the motion and it was unanimously adopted.

2. Race by Sex Job Analysis of City Workers

Coordinator Heller referred to a preliminary report prepared by Dalia Gutierrez from EEO4 data collected by Civil Service on City employees. This shows the distribution of workers by sex and race in all job categories. The final report will be presented to the Commission in approximately one month.

3. Rule of Three - Commissioner Caldera reported that on August 9 the Board of Supervisors voted 7 - 3 to put the Rule of Three Charter Amendment on the November Ballot. Several attempts to amend the measure failed. Voting in favor of the amendment were Supervisors Feinstein, Francois, Gonzales, Molinari, Mendelsohn, Tamaras, and von Beroldingen; dissenting were Supervisors Barbagelata, Kopp and Nelder. Supervisor Pelosi was absent. In the following discussion of the Commission's role in the upcoming

ballot campaign, Commissioner Horne asked why the Commission cannot take a more activist role than it had in past campaigns. Staff was directed to check with the City Attorney's office to determine what the Commission's role can be.

Coordinator Heller, referring to a letter from Mayor Moscone to the League of Women Voters on the subject of the Rule of Three pointed out two statements which appeared to contradict remarks the Mayor had made when he addressed the Commissinn on July 27th. She read a draft letter prepared by staff asking the Mayor for a clarification of his stand on this issue. Commissioner Caldera moved that the letter be sent and Commissioner Lame seconded the motion. It was adopted by a vote of 8 - 1, Commissioner Rothschild dissenting.

HEALTH AND CHILDCARE COMMITTEE: Dr. Cyril Ramer, Chairperson

In the absence of Dr. Ramer Coordinator Heller reported that Commission on the Status of Women staffer Dalia Gutierrez and Lynn Warren, Chair of the Childcare Committee, are testifying before the Board of Education against proposed cuts in day care centers. The Board is considering these cuts in an effort to lower the tax rate. In a letter to Dr. Lee Dolson, President of the School Board, the Commission noted that such cuts would be "counter-productive"--especially in view of the Cild Care Task Force's report.

8440 Probation Officer Examination - The Commission voted unanimously to consider this non agenda item. Commissioner Martin had to leave and she delegated the chair to Commissioner King.

As part of a minority recruitment drive to meet Federal Guidelines, the Juvenile Probation Department has hired over the last 1½ to 4 years 13 8440 Probation Officers. Of these 13, 11 are women and 8 minorities. These people were all hired on a limited tenure basis with the understanding that they would be tested shortly. As of the present, the Civil Service Commission plans to give an examination in late September or early October. The problem, as outlined by Edward Nevin, attorney for the 13 Probation Officers, is that since the test is both an entrance and promotional test, that people promoting from lower classifications will get first calls for positions and the 13 incumbents will lose their jobs. Mr. Nevin intends to file suit to force the City to waive the promotional portion of the examination. Noting too that his time limit for a rehearing before the Civil Service Commission had lapsed (he had been turned on July 29th), he pointed out that it is the policy of the City Attorney's Office that Civil Service should waive this time limit for rehearing in affirmative action cases in order to avoid costly litigation. Mr. Nevin also referred to a recent consen decree entered into by the City in Federal Court in which the City agreed to waive the promotional portion of an 8440 examination, though Civil Service maintains that this applies only to the Adult Probation Department--not Juvenile Probation and his clients. Follwing discussion, Commissioner Watkins moved that the Commission request postponement of the 8440 Probation Officer Examination until such time as the Commission on the Status of Women and Civil Sefvice Commission can meet to resolve the issues in question; the Commission sees a conflict between its goals and purposes and the July 29th Civil Service Commission ruling with respect to the 8440 examination. The Commission feels that a ruling can be made that is consistent with the Charter, Civil Service Rules and general California Law that will protect the rights of the 13 incumbents and reflect the City's affirmative action commitment. This motion was seconded by Commissioner Caldera and unanimously adopted.

CORRDINATOR'S REPORT

Coordinator Heller, referring to material in the Commissioner's packets, pointed to the San Francisco General Hospital's Prenatal, C Delivery and Maternity Care Program for low income women who do not have full health insurance or are not covered by Medi-cal. The program is run in conjuction with the U.C. Medical School. It was decided to send a letter of recommendation to General Hospital for the program. Commissioner Ouye suggested that the Commission request flyers to pass out in the various communities.

Coordinator Heller next reported on the July 30th staff meeting which was attended by Chairperson Martin. One of the decisions arising from the meeting was that in the future staff will prepare position papers for Commissioners, outline issues, possible alternatives and staff recommendations.

COMMISSION ON THE STATUS OF WOMEN

August 24, 1976

The Minutes of this meeting are missing.

San Francisco Public Library
Government Information Center

DOCUMENTS
SEP 27 1976
SAN FRANCISCO
PUBLIC LIBRARY

COMMISSION ON THE STATUS OF WOMEN
Minutes of September 14, 1976

ATTENDANCE

Present: Martin, Horne, King, Lame, Ramer, Revelo, Rothschild, Ouye, Watkins
Excused: Caldera, Reilly

Minutes of August 24, 1976

The Minutes of the August 24th Meeting stand as presented.

COMMUNICATIONS

From, Grand Jury, City and County of San Francisco, a memorandum stating that little or no review should be attempted this year because the Commission was created only one year ago.

8440 Probation Complaint, Four Communications Were Sent To:

1. Darrell Salomon, President Civil Service Commission, a letter saying we regretted his decision to refuse to meet with us.

2. Robert Graham, Foreman, Grand Jury

3. Thomas Clarke, Administrator, Law Enforcement Assistance Administration IX

4. Douglas Cunningham, Office of Criminal Justice Planning

To, California's legislators in Washington, D.C., a letter informing them of the need for legislative action in regard to Veteran's Preference, as it affects apprenticeship programs such as the one at Mare Island.

To, various companies, the Women-Owned Business Task Force wrote a letter on behalf of Women Entrepreneurs seeking funds to send members to a conference in Washington, D.C. Thus far, two refusals have been received. Levi Strauss has not yet commented.

From, B.J. Miller, Senior Consultant, FEPC, a letter stating that after reviewing the city's Affirmative Action program, she has found it will need extensive revision to comply with FEPC Affirmative Action guidelines.

To, George Malloch, President, Commercial Club, a letter urging that changes be made in club policy. A demonstration was held there on September 14th, at noon.

To, Donald Hoffman, Area Manager, Civil Service Commission, commending him on the change in blue collar credit points in regard to the Mare Island Apprenticeship program. A request was made to have the use of the applicants list extended for another year.

From, Mayor George Moscone, a letter of appreciation for our letter of support on the International Hotel.

From, Dept. of Public Health, City and County of San Francisco, a letter enclosing copies of the prenatal care and delivery agreement and leaflets on the Nurse Midwifery Service.

To, Dr. Jerome Lackner, Director, State Dept. of Health, a letter expressing the Commission's support of the hearings on sterilization.

Patricia Plant, financial advisor, conducts seminars on helping women deal with money problems. These seminars are free of cost, and she would like the Commission to sponsor one. Commissioner King said such a seminar would be good for the Self Empowerment Committee. The Commission will have staff contact groups that have had Ms. Plant speak to them in order to find out more about the seminar.

The Coalition for Freedom of Choice is sponsoring a protest rally on Sunday, September 19th, in San Jose - in response to the California Pro-Life Conference being held in San Jose the same weekend. Commissioner Rothschild moved that the Commission support the rally Commissioner King seconded the motion which was unanimously adopted. A press release will be issued in support of the rally.

Administrative Committee: Susan Heller, Staff Representative

The Administrative Committee met on September 24th, and proposed the following changes on the rules and procedures:

Number 2. (last sentence) Election of the chairperson and vice-chairperson will be held annually.....

Number 4. (paragraph 3) Debate will be limited to three minutes per speaker. Repetition is to be avoided.

Number 5. (after second sentence) Once a quorum exists it will remain through the duration of the meeting.

Number 6. (second to the last line) . . . will originate and be voted on at the discretion of the Commissioners.

Commissioner Ouye objected to the statement of purpose because it made the Commission sound powerless and it did not say anything about implementation. Commissioner Martin suggested that Commissioner Ouye submit a draft of what she would like as the statement. Commissioner Watkins moved and Commissioner Rothschild seconded the motion that: deleting the paragraph of purpose, the rules and procedures shall be adopted with the four amendments which have been read. The motion was unanimously adopted.

The Administrative Committee proposed that the Commission continue to record individual votes. Commissioner Rothschild moved and Commissioner Ouye seconded the motion that dissenters be recorded by name in the minutes. The motion was unanimously adopted.

The Administrative Committee suggested that one meeting per month be held in the community, and experiments be made with day and night meetings. The reasons for these suggestions are:

1. The need to do public relations work and increase visibility especially because the Commission is a new one.

2. The need for outreach. This would be an opportunity for women in other areas to come to the meeting. We would be reaching women who would not be able to come to City Hall at night. These women are valuable to give the Commission direction.

Commissioner Watkins moved with Commissioner King seconding, that beginning with calendar year 1977, the Commission will experiment by conducting meetings in the community, time and place to be arranged at a later date. Approval was unanimous. Commissioner Watkins suggested that any Commissioner or who knows of possible meeting places make suggestions to the Administrative Committee.

Executive Directors' Meeting in Los Angeles

All of the executive directors of the California Commission on the Status of Women attended the meeting. Because San Francisco has no travel money, no one from the San Francisco Commission attended. At the meeting it was decided that there is an urgent need to reach out to minority women. This need can be partially met by conducting statewide conferences which focus on ethnic groups. The individual Commissions will provide the publicity for the conferences which will be held in the following order: Compton--Black, San Jose--Spanish-speaking, San Francisco--Asian, Los Angeles--Native American. Because there are no travel funds the San Francisco Commission will find it difficult to attend the other four conferences. Coordinator Heller stated that at least one-half of the Commissions in the state have the same problem.

Commissioner Martin moved that we communicate with the State Commission on the issue of gay women: that gay women are a minority also, and should be addressed at a future conference. The motion was seconded by Commissioner Ouye and unanimously approved.

Economic Survival for Women Conference

The five Bay Area Commissions on the Status of Women are sponsoring the Economic Survival for Women Conference on October 30th, 9:00 - 5:00 p.m. at Marina Junior High School. The morning workshops will be devoted to women's employment issues. In the afternoon session the conclusions and recommendations from the workshops will be discussed with legislators and administrators as to whether the proposals could be implemented. The workshops are as follows: Displaced Homemakers, Shared Jobs/Flex Time, Affirmative Action/Veteran's Preference, Upward Mobility, Non-Traditional Jobs, Child Care, and Special Concerns of Third World Women.

By the next meeting a complete list of facilitators (morning experts) and reactors (afternoon legislators and administrators) will be presented. The next planning sessions are on September 22nd, October 6th and 20th at noon.

COMMITTEE REPORTS

Special Projects: Lori Horne, Chairperson

The Talent Bank subcommittee will have a meeting on September 20th to decide whether the Talent Bank should:

1. keep the Bank as it is now

2. begin active recruitment to increase the number of women in the Talent Bank

3. diversify more and not restrict the purpose of the Bank. The Bank would service more than city boards and Civil Service oral panels as it does now. It would expand into private corporate boards. It was emphasized that the Talent Bank would be serving as a resource rather than as an employment agency.

On the eveining of September 30th, a new task force will meet to look into the political status of women in San Francisco. The problem and what can be done about it will be defined. A further report is to be made at the next Commission meeting.

A Women's Center representative appeared to reaffirm the need for a women's directory in San Francisco. As far back as 1969, at the first Bay Area Women's Center Conference--a need for a directory in San Francisco was recognized. Every other major city in the United States has a directory of its own. One year ago the Commission endorsed the need of such a directory in San Francisco. However, since that time very little has been accomplished. Funding will be $20,000 minimum for the design and production. Profits on the sales will be used for maintaining an update. Commissioner King pointed out that the San Francisco Foundation has funded publications in the past.

Commissioner Horne moved and Commissioner King seconded that the Commission reaffirm its expression that the directory is a major priority of the Commission. The vote was unanimous. Coordinator Heller stated that the staff or a student intern can be assigned to do the updating, or a CETA position can be created to handle the task. Commissioner Rothschild suggested that the Commission contact the City Attorney's office to see whether the book can be sold on the Commission's premises.

Education: Bernice Watkins, Chairperson

Chairperson Watkins moved that the Commission endorse the Education Committee's proposal to have a Coordinator placed in each school to monitor sex discrimination in the schools. Commissioner King seconded the motion, and it passed unanimously. These monitors could be paraprofessionals, parents, teachers, or administrators. A letter will be drafted and sent to Dr. Alioto, Superintendant of Schools. Copies will be sent to the Dept. of Health, Education, and Welfare, and to all School Board members.

Criminal Justice: Angie Lame, Chairperson

Mary Vail, of the Violent Crimes Task Force, reported that the Bar Association Complaint Proposal has had little opposition. Most of the opposition has come from the Police Officer's Association. Commissioner Rothschild moved and Commissioner Ouye seconded a statement that the Commission will support the proposal. The motion passed unanimously. The final hearing on the proposal will be before the Police Commission on September 23rd. Commissioner Ouye volunteered to speak before them.

Commissioner Martin reported that the Victim-Witness Proposal is moving ahead in the right direction.

Health and Child Care, Cyril Ramer, Chairperson

At the next meeting summaries of the testimony that the Child Care Task Force will present before the Board of Supervisors will distributed. The Supervisor's hearing is on October 8th. Presently HR 12455 has been signed for $250,000,000 annually. $20,000,000 of this amount is to go to California to be used for child care. The Committee has many concerns on how this money will be spent. Because California spends its limit of social service money--the new grant may replace some of the state money. Because the money is not earmarked the government is not legally bound to use it for child care.

Commissioner Ramer moved and Commissioner Martin seconded a motion to:

1. Write to Governor Brown to strongly encourage him to use the money from federal resources for new Child Care proposals.
2. Enlist the aid of other Commissions to do likewise.
3. Have representatives of all of the Commissions meet with Speaker Leo McCarthy.

Commissioner Martin suggested the Commission contact Patsy Fulcher, Assistant Secretary of the Dept. of Health and Welfare in Sacramento. Commissioner Watkins suggested that we contact Percy Pinkney of the Governor's office.

Employment, Nikki King, Chairperson

The Civil Service Commission interviewed only eight women and five minority males out of 600 applicants for the Mare Island Apprenticeship program. The Commission wrote a letter asking that the use of the list be extended for another year. A letter was sent to legislators informing them that there is a need to make changes through legislation--the only effective method of change that remains.

The Mayor's office wants a compromise on the subject of the minority women probation officers. It is to the officers' best interest to go to the courts on the subject. More information will be available in two weeks when answers to letters are received.

All tests have been completed for the firefighter examination, except for the physical agility test to be held in mid-October. Only about 15 women have been showing up for instruction on this final test. The Committee has sent letters to the women urging them to attend. If they do not attend--there is very little chance that they will pass. A letter of support will be sent to Devota Nelson to express our appreciation for the work that she has done in preparing the women.

The Commission approved the Charter change which now states that the Rule of Three should be practiced rather than the Rule of One. The League of Women Voters is in charge of the campaign. A meeting is planned for September 27, at noon at 50 Fell Street. Among the endorsements which have been received are the following: The Commissions on Aging, Police, Port; Hongisto Bay Area Women's Center, Pro Bono, San Francisco NOW, San Francisco Young Republicans, Aileen Hernandez, Eleanor Spikes, and Yori Wada. Commissioner Watkins wished to go on the record saying she will not work for the Rule of Three, and she is directly against it.

Calender Matters

The next regularly scheduled meeting of the Commission will be September 28th, 7:30 p.m. at 282 City Hall.

COMMISSION ON THE STATUS OF WOMEN
50 Fell Street - First Floor
San Francisco, CA 94102

THIRD CLASS MAIL

DOCUMENTS DEPARTMENT
Public Library
Civic Center
San Francisco, CA 94102

SF

DOCUMENTS

OCT 12 1976

SAN FRANCISCO PUBLIC LIBRARY

COMMISSION ON THE STATUS OF WOMEN
Minutes of September 28, 1976

ATTENDANCE

Present: Martin, Caldera, King, Ouye, Ramer, Revelo, Rothschild, Watkins

Excused: Reilly, Horne, Lame

Minutes of September 14, 1976

The minutes of the September 14 meeting were corrected to add the following:

On page 1, letter from B.J. Miller: The Affirmative Action plan is a proposed plan rather than their present plan.
On page 2, Executive Directors' Meeting: Commissioner Martin as chairperson entertained a motion but did not move. Commissioner Rothschild made the motion.
On page 3, Health and Child Care: Chairperson Martin did not second the motion, Commissioner King did.
On page 3, Special Projects, women's directory: Commissioner Rothschild asked whether the book could be sold by the Commission and not on the Commission's premises. (According to the City Attorney's office the answer to both questions is yes.).

COMMUNICATIONS

To, Pam Faust, a letter commending the State Commission for dealing with minority issues, and recommending that it also deal with the issue of gay women as a minority.

To, Devota Nelson, a letter commending her on her activity with women firefighters.

To, Gov. Brown, a mailgram stating, "Keep Title 20 funds intact. Use federal funds for 12455, additional child day care services."

To, Rudy Nothenberg and Supervisor Dorothy von Beroldingen, a letter asking for a supplemental appropriation to pay the Commission's share of rent and utilities thereby allowing us to remain at 50 Fell. The Commission did not pay for utilities before April 1976, thus it was not included in this year's budget. In June 1976 the Commission recieved a supplemental to pay the utilities until September 1976, but because we are not moving we need money for the remainder of the year. It is less expensive to ask for a supplemental for utilities and remain at 50 Fell than to move to 552 McAllister.

From, The Business and Professional Women's Clubs of San Francisco, a letter informing us that October 17 - 23 is National Business Women's Week. An outstanding business woman will be honored at their banquet on October 19. Tickets can be reserved for the dinner.

From, State Senator Robert Presley, who at the request of the Joint Committee on Legal Equality and several rape crisis centers introduced Senate Bill 1961. The intent of the bill was to guarantee the privacy and home address and phone number of a rape victim when the victim cooperates with the courts in the prosecution of the alleged rapist. Although amendments were offered the measure was killed. Senator Presley will introduce legislation again next year on the subject and wanted our comments. The letter was referred to the legislative and criminal justice committees. Chairperson Martin stated that Senator Presley is interested in meeting with people who are working with the subject of violent crime.

From, Noele Krenkel, a letter asking for our endorsement of Project Advance, a federally funded training institute seeking to eliminate sex bias in education. Commissioner Watkins moved that the Commission endorse the Project, stating that Ms. Krenkel has worked with her on Title IX materials. Commissioner King seconded the motion which was passed unanimously.

From, Donald Hoffman, U.S. Civil Service Commission, a letter stating that the Civil Service Commission must consider certain things before a decision is made as to whether the apprenticeship announcement will be opened or suspended next year. Although it was a positive letter, the Civil Service Commission will write a letter to Mr. Hoffman stating that as soon as the statistics are available, representatives of the Commission would like to meet with him.

From, George Malloch, President of the Commericial Club, a letter stating that the Board of Directors of the Commerical Club has authorized a plebiscite of the membership in order to

determine its wishes as to the admission of women as members of the Club. The results will be ready on October 19, 1976.

From, Youth Advocates, Inc., a letter asking us to write a support letter for Huckleberry House, which provides a crisis service, for San Francisco Youth and their families. Since July 27, Huckleberry House has been unable to deliver its crisis service because of an order fr from the San Francisco Board of Supervisor's Health and Environment Committee to cease services. Ms. Marva Pritchett of the Probation Dept. spoke in support of Huckleberry House. She stated that Huckleberry House was the only housing shelter available in San Francisco, and therefore was a very valuable and much needed service. There are times when a child does not need to be locked up, but cannot return home. Commissioner King stated that she did not understand the connection between our Commission and Huckleberry House. Commissioner Ouye answered that the facts needed to be weighed on an individual basis. Commissioner King then stated that there were not enough facts available for voting. However, Commissioner Ramer stated that Huckleberry is familiar enough that the Commission did not feel as if they were being "taken in". Although Huckleberry House is not directly concerned with the betterment of women, the Commission should be concerned with everyone's rights. And although Huckleberry is not without criticisms, it does serve a great need and it is functioning well. If the City can close a facility because it is worried about property values, this would set a frightening precedent. Commissioner Ouye moved and Commissioner Watkins seconded that we endorse a letter in support of Huckleberry House and their move to Masonic. The motion passed unanimously.

Women in Policy-Making Positions

Chairperson Martin stated that the Commission needs a resolution that can be used to advise the Mayor or Board of Supervisors whenever an advisory committee is to be appointed. Commissioner Rothschild moved that at any time when a committee is to be selected, there be no greater than a majority of one sex. Commissioner Ramer suggested that since there have been no women appointed at any time it would be better not to make many demands. Commissioner Rothschild answered that we must reach a point when a Commission on the Status of Women is no longer necessary and a person is not judged on the basis of sex. In the interim, the Commission should ask that a sizeable percentage of the positions be awarded to women.

Chairperson Martin will have the appropriate language for the resolution ready in the next packet.

Civil Service College

Coordinator Heller and Kay Curry, of the staff, have been working with the Civil Service College which is to benefit city, state, and federal employees. If needs are identified, women in various departments can initiate classes and workshops. Two classes which are in the process of being set up are:

1.) Assertiveness training for third world women, emphasizing the clientele that the government employee will handle.
2.) Self-defense and assertiveness training classes for women police officers.

The two classes are only a beginning. A class or workshop could begin immediately upon approval by the college. The course can be designed and a qualified instructor found. Teachers may be brought in from anywhere and do not have to be affiliated with the Civil Service College. The instructors are paid very well, and the classes can be held anywhere. The Commission's role is to reach out and learn of the needs of women.

Commissioner Ramer suggested that the Civil Service College project should be under the supervision of a Commissioner, who would learn of women's needs and disseminate the facts when a class is sponsored. Commissioner Caldera of the Affirmative Action Committee assumed the responsiblity. The Commi tee will meet on Thursday, October 7th.

Grand Jury Report

Chairperson Martin reported that the Commission is required to respond to the Grand Jury in 60 days under Section 933 (c) of the Penal Code. After a brief discussion it was decided that because the Grand Jury report said that little or no review should be attempted, the Grand Jury did just as they said and there was no in-depth review. However, the report did ask for a comment on an increase in the number of men on the Commission.

Commissioner Ramer moved and Commissioner Ouye seconded that the Commission respond to the Grand Jury and acknowledge their report. It is to be brought to their attention that we do have a male on the Commission, and we hope to have one or more men on the Commission in the future. The motion passed with Commissioner Rothschild dissenting.

Dissent: Commissioner Rothschild states that the eventual goal of the Commission would be to end the need to consider the sex of Commission members. Affirmative Action should be accepted as an interim policy to increase the number of women and minorities. Therefore, the Commission does not need to address itself to the question of sex. There is no inconsistency between supporting the inclusion of men on the Commission and supporting women on City Boards as discussed previously. The women's Commission was created precisely because of inequality. It does not need to be made up entirely of women, although it does not have to include a specific number of men.

Economic Survival for Women Conference

The Committee met again and is moving forward in all areas for the October 30th Conference at Marina Junior High School. At the Conference there will be openings for participation by Commissioners. There are 15 positions open and at least five of these can be taken up by the San Francisco Commission. All that is needed is very brief remarks. Included are: an introduction at the beginning of the conference and at each of the Workshops, lunch time announcements, an introduction at the beginning of each afternoon Workshop , and a closing speech. If a Commissioner wishes to participate she should contact Commissioner King.

The goal of the Conference is to develop legislation and legislative policy. Commissioner Rothschild was recommended, as Chairperson of the Legislative Committee, to follow up on the legislative recommendations that will be a product of the Conference. The Conference will be recorded either by a person doing a recording or by a tape recording. One of the responsibilities of the person who introduces the session is to make sure that the tape (if that particular workshop is recorded) is returned to the Coordinator.

Commissioner King moved that a resolution be adopted stating that there will be a follow-up after the Conference, and the Commissions will also resolve to try to get support for legislation that needs to be passed. Commissioner Ramer seconded the motion which was unanimously passed.

COMMITTEE REPORTS

Child Care Committee: Dr. Cyril Ramer, Chairperson

Commissioner Ramer introduced a letter to Governor Brown on the subject of the newly available child care funds. Other Commissions on the Status of Women and the State Commission on the Status of Women have been united in the same goal. The situation does not look favorable. It appears that the Governor is planning to spend the money earmarked for child care on other social services.

Commissioner Ramer presented the Child Care Task Force's draft of the findings to be presented before the Community Services Committee of the Board of Supervisors on October 8. Commissioner Ramer asked for permission to testify before the Board. She would take the specific recommendations which the Child Care Committee has fully agreed upon. Commissioner Ramer read the entire report which had been enclosed in the packets. She stated that there is no expenditure of money in the recommendations.

Commissioner Rothschild moved that Commissioner Ramer be allowed to speak on behalf of the Commission at the October 8 meeting, using the testimony which was proposed. Commissioner Watkins seconded the motion that was unanimously passed.

Coordinator Heller reported that Patsy Fulcher of the Governor's Health and Welfare staff, suggested that we pressure the State Commission on the Status of Women to get them to take a more active role. Local Commissions should work to get the Child Care Advisory Committee to pressure the Governor. Commissioner Ramer said that the issue has probably already been decided, but the Committee will continue to work.

Legislative Committee: Tony Rothschild, Chairperson

Commissioner Rothschild reported that 8 people came to the first reorganizational meeting of the Legislative Committee. There were not enough law students and efforts will be made for further recruitment. He had each committee member talk about issues which she felt needed attention. Each member is to submit a priority list to the staff before the next meeting to make up a master list. Commissioner Rothschild stated that the purpose of the Committee was to get law students whose major function would be to study pending legislation and make recommendations of approval or disapproval. Because it will be necessary to analyze legislation, law students are better equipped to make the analysis. He had no major recommendations at this point. A state-wide network will be initiated to avoid duplication of efforts, share advice, and possibly organize mass pressure groups.

Chairperson Martin announced that Assemblywoman Leona Egeland of San Jose has expressed interest in the field of family violence. Chairperson Martin feels there should be legislation in this area. The Criminal Justice Committee is following up on the issue and hopes that the Legislative Committee will join with them in the action. She reminded the Commission that part of its job is to initiate legislation if none exists in the field. Such a situation should be called to the attention of legislators, especially in the next two months.

Special Projects: Susan Heller, Staff Representive

A steering committee has been formed for the Women's Directory Committee. Work has begun on updating the project and seeking funding. The next meeting is on October 6, at 8:00 a.m., at 50 Fell.

The Political Women Task Force will have its next meeting on October 13,at 7:30, at 490 Magellan.

The Resource Talent Bank Committee announced that Wells Fargo Bank has changed its policy and said there will be no social leave time granted for their employees until the end of the year. Wells Fargo had previously promised to loan an executive to run the Talent Bank for three months. The Committee decided to ask former Commissioner Fama to the next meeting to see if funds could be raised under the umbrella of the Friends. The next meeting is on October 15, at 12:00 noon, at 916 Kearny.

Employment: Nikki King, Chairperson

8440 Probation Complaint

Ms. Marva Pritchett, a limited tenure Probation Officer, gave the Commission an update on what is happening with the Probation Officers. A suit has been filed against the Civil Service Commission, Local 400, and the City of San Francisco. Ms. Pritchett stated that Local 400 is detrimentally involved and is using materials that are slanted and false. The union is aware that one non-tenured Probation Officer is paying union dues, but that has had no effect on their accusations. At the request of Commissioner Watkins, Local 400 will be invited to participate at our next Commission meeting, in order for them to present their facts.

Of the 1200 people who took the examination, it appears that 600 qualified, 90% of whom completed race cards. Of this number over one-third are minorities and a sizeable proportion are women. The promotive list (race by sex) has not yet been received. However, if the two sample groups are substantially different, it will have an important effect on the case. Probation Officer trainees (4 females and 5 minority males) are also being included in the suit. One of these persons has been a trainee for one and one-half years. The promotional exam is scheduled for October 23, and will have a definite impact on the non-tenured and trainee Probation Officers.

Commissioner Ouye brought up the fact that the Civil Service Commission would not meet with the Commission on the Status of Women. Coordinator Heller stated that she had sent a letter to Darrell Salomon requesting a meeting and outlining the problem. It had been followed by a letter regretting his refusal to meet with the Commission. Mayor Moscone received a similar letter. He stated that although he supported the Commission's position, he could not direct the Civil Service Commission to rehear the case. The Mayor's office did not feel that a meeting would be productive at this time, but possibly one could be scheduled when the statistics become available. The meeting would include the Commission on the Status of Women, the Civil Service Commission, Local 400, the City Attorney, as well as the Mayor's office. Commissioner Ouye pointed out that the City Charter sets out the rules and a legal opinion is needed as to how the Charter is to be upheld in regard to the relationship between the Commission on the Status of Women and the Civil Serive Commission. The staff will contact the City Attorney's office on the matter.

The Civil Service Commission has asked the City Attorney to review the whole promotive question: whether it is mandatory to give the next lower rank a promotive examination.

Private Clubs

Commissioner King reported on the demonstration at the Commercial Club. Judge Ollie Marie Victoire and Supervisor von Beroldingen had the bread and water at the table, but were not waited on. The demonstration organized by W.O.E. received press and publicity. The letter received from the Commercial Club has already been mentioned in "Correspondence: above. Commissioner King suggested that the Commission:

1) Wait for the results of the Commercial Club vote before proceeding in that area.

2.) Investigate the private club situation in San Francisco. The Commission staff should coordinate efforts with W.O.E., who has done much of the research on the subject.

If the Commercial Club and other private clubs are licensed by the state, under state regulations they must not practice discrimination. Commissioner Rothschild stated that large corporate employees frequently do not hire women and minorities because they cannot get into the clubs where business is discussed. These corporate leaders who make such policy are on the boards of such private clubs which keep out women and minorities. There is a fine line between a business and purely social club, because in a social club major political and business deals are still discussed at the bar or on the golf course.

National Business Women's Week

Commissioner King announced National Business Women's Week, October 17-23, which has been set aside in honor of the achievement of all working women. She moved that we send a letter supporting and endorsing the week to the Business and Professional Women's Clubs in San Francisco. The motion was passed unanimously.

Coordinator's Report

Commissioners King, Ouye, and Watkins will appear on a television program with Cecil Williams on October 9,at 2:00 p.m. and on October 11, at 2:00 a.m. on KPIX.

A major budget meeting took place where $10,000,000 in cuts were made. The Commission on the Status of Women was not on the list of cuts by the Mayor or the Board of Supervisors. The police and fire departments and the District Attorney were among those who were cutback.

Jane Foushée, a member of the board of directors of the Friends of the Commission, is involved in a major lawsuit with 7 other plaintiffs, suing on behalf of the 11,000 women employees of Crocker Bank. A discussion was held on how our Commission could become involved in the complaint. Commissioner Rothschild felt that before proceeding Ms. Foushee and her attorney should appear before the Commission at its next meeting.

Additional Business

The statement of purpose will be rewritten by Commissioner Ouye and will be presented at the next Administrative Committee meeting.

Chairperson Martin stated that she had been asked to participate in a press conference before the San Francisco Carter-Ford debate on the issue of abortion. She had tentatively agreed to do so, but wanted the Commission's approval. Commissioner Ramer said there was no need for a discussion, because the Commission supported the recent rally in San Jose and had a clear perspective on the issue.

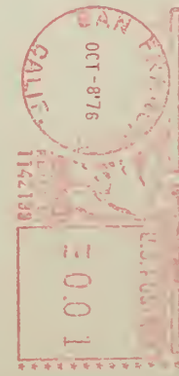
Calendar Matters

The next regularly scheduled meeting of the Commission will be October 12, 1976, 7:30 p.m., at 282 City Hall.

COMMISSION OF THE STATUS OF WOMEN
50 Fell Street - First Floor
San Francisco, CA. 94102

THIRD CLASS MAIL

DOCUMENTS DEPARTMENT
Public Library
Civic Center
San Francisco, CA 94102



COMMISSION ON THE STATUS OF WOMEN
Minutes of October 12, 1976

ATTENDANCE

Present: Martin, Reilly, Horne, King, Ouye, Revelo, Rothschild, Watkins
Excused: Caldera, Lame, Ramer

Minutes of September 28, 1976

The minutes of the September 28th meeting stand as presented.

COMMUNICATIONS

From, two readers of WomeNews, letters of commendation on the newspaper.

From, Gary D. Macomber, Deputy Director of Social Services, State Dept. of Health, a letter informing the Commission that the distribution of money generated by HR12455 has not yet been decided. The money will not all go to childcare, but recommendations made thus far would not totally exclude that program from participation in the funding. Input is being provided by many concerned groups including those representing the aged, blind, and disabled. A decision will be made shortly.

From, Women's Communication Coalition, a letter asking our help in publicizing the Women's Video Festival. Selections will be shown at San Francisco State University Student Union on October 12th - 14th. Admission is $1.50 general and $1.00 for students and senior citizens. For more information call 665-9639.

From, Soroptimist Club of San Francisco, West of Twin Peaks, a letter inviting the Commission to participate in their "Women Help Women" program by nominating an outstanding woman for the work she has done to help other women. The deadline for nominations is on October 1, 1976. The Commission's nomination will be on the agenda at the next meeting.

From, U.S. Senator John V. Tunney, a letter on the Veterans' Preference issue. Senator Tunney stated that there is no opportunity to amend the Act until the next session of Congress. Legislative effort in this direction is anticipated in the 95th Congress.

From, Delancey St. Foundation, Inc., a letter inviting the Commission to participate in honoring Angie Alarcon for her "untiring devotion to the cause of the poor, the aged, and the forgotten in our city." The event is on October 16, at Dovre Hall in the Mission.

From, California Commission on the Status of Women, a letter about the "Pathways to Work for Women" workshop on November 5th (6:30 p.m.) and November 6th (9:00 a.m.), at the Unitarian Center at Franklin and Geary. All women who want to redefine or change their employment status and those who are unemployed are especially encouraged to attend. Commissioner King stated that she will pass on the information to the Women Owned Business and Self-Empowerment subcommittees.

To, Supervisors Feinstein, Tamaras, and von Beroldingen, voicing our support of Huckleberry House and their location on Masonic.

To, Noele Krenkel, expressing the Commission's endorsement of Project Advance in their endeavor to eliminate sex bias in the field of education.

To, Joan Dillion, President of Local 400, expressing the Commission's position on the Probation Officer case, and inviting a representative of Local 400 to attend the next Commission meeting.

Administrative Committee Report

Commissioner Ouye moved to make the following change in the Purpose of the Rules and Procedures:
The purpose of the San Francisco Commission on the Status of Women is to take action to eliminate barriers which restrict women from full participation due to inequities in economic, political, legal, and social status.

The new Purpose was unanimously approved.

Women in Policy Making Positions

A proposed resolution was included in the Commissioners packets. Commissioner Rothschild suggested that the Resolution include commissions as well as city agencies to read as follows:

WHEREAS, the City of San Francisco is strongly influenced by advisory committees or commissions appointed by the Mayor or the Board of Supervisors - the San Francisco Commission on the Status of Women feels that it is crucial that these committees reflect the interests and concerns of the total population of San Francisco - both women and men.

BE IT RESOLVED, that hereinafter appointed advisory committees and commissions of the City of San Francisco will include no greater than a majority of one sex in its makeup in an effort to include women on advisory committees and commissions. When asked to the San Francisco Commission on the Status of Women will aid in locating women to fill these committee positions.

He moved that the Commission vote in favor of the Resolution as amended. Commissioner Reilly seconded the motion which passed unanimously. The Resolution will be the policy of the Commission.

The Commission had requested input into oral boards, but has not received a written response from the Civil Service Commission on the matter.

Women in the Economy Conference

The Economic Survival for Women Conference is scheduled for October 30th, at Marina Jr. High School. The Conference Committee has been meeting every other week. Commissioners were asked to participate as sponsor representatives in helping to introduce workshop participants. The following Commissioners have volunteered their services: Caldera, Horne, Ouye, Rothschild, Watkins. Commissioner King is delivering the introductory statement in the morning and Chairperson Martin is helping to conduct the final general meeting.

Among the Conference participants are: Mayor Moscone, Willie Brown, Mayor Janet Gray Hays (San Jose), Supervisors von Beroldingen and Molinari, Assemblywoman Leona Egelund (San Jose), and FEPC Commissioner Betty Guimares. There is a good cross-section on the city, state, and federal levels.

New Federal Affirmative Action Regulations - The Rollback Campaign

A fact sheet on the Rollback was included in each Commissioner's packet. The Labor Dept. is allowing only 60 days for public comment after which the new regulations go into effect. Commissioner King moved that WOE's (Women Organized for Employment) guidelines should be followed expressing the Commission's opposition. Letters of protest should be written asking for hearings on the regulations and alerting members of Congress and the Secretary of Labor. Commissioner Rothschild seconded the motion which passed unanimously.

Note: There will be a rally protesting the Affirmative Action Rollback at the Economic Survival for Women Conference on October 30.

COMPLAINTS

Update on Probation Officers

The statistics on the Probation Officers substantiate the Commission's position and are as follows:

1. 37 were qualified to take the promotional exam. Of this number: 32 were caucasians and only 26% were women. Only 5 were minorities - 3 Black men and 2 Black women.

2. Of the 600 eligible to take the 8440 exam 37% were minorities and 40% of the total were women.

The Law Enforcement Agency Administration (LEAA) of Washington, D.C. will be coming to California in two weeks to investigate the situation.

Jane Foushee Class Action

Statistics on the action can be obtained from the Dept. of the Treasury under the Freedom of Information Act. The statistics should be reviewed for such facts as: recent hires, promotive practices, and the number in management slots. Foushee and her attorney felt that it would be better if they appear before the full Commission after the informational analysis has been made available. Chairperson Martin requested that the staff obtain the statistics before the next meeting on October 26, and ask Foushee and her attorney to appear. If the information has not been received by the next meeting, they will appear at the following meeting on November 12, 1976.

COMMITTEE REPORTS

Special Projects Committee: Lori Horne, Chairperson

The Women's Directory subcommittee met on October 12,and will meet again on Monday, October 18, at 7:30 p.m., at the home of Roma Guy. The subcommittee of eight members is working on submitting a proposal for funding.

The Task Force on the Political Status of Women will meet on Wednesday, October 13, at 7:30 p.m. at Commissioner Horne's home. At least 5 - 6 people are expected to attend.

The Resource Talent Bank subcommittee will meet on Friday, October 15,at 916 Kearny. The Resource Talent Bank cannot go into effect without outside funding.

Employment Committee: Nikki King, Chairperson

Proposition "E"

The Commission endorses Proposition "E" which will change the Rule of One to the Rule of Three in hiring within the city government. Commissioner Ouye attended an Employment Committee meeting at the Human Rights Commission and spoke in favor of Proposition "E" with the League of Women Voters and Chinese for Affirmative Action. She said that the issue had come up before the Committee in the past, but they did not want to take a stand at that time. At the current meeting the Committee voted in favor of Proposition "E" with 5 dissenting of about 15 people present. One of the things suggested by the Commission on the Status of Women was that the Commission on the Status of Women would like to work cooperatively with the Human Rights Commission, especially on those particular issues which require that a strong stand be taken. On Thursday, October 14 the full Human Rights Commission will make a final decision on Proposition "E". Commissioner Ouye will speak at that meeting.

There are no Proposition "E" leaflets available at the Commission office. However, there are more available at the League of Women Voters on Geary and Supervisor Molinari's office at City Hall. Any groups with mailings before the November election are urged to contact Commissioner King for pamphlets. The Commission will write free speech messages for television and radio stations.

Commissioner Rothschild wanted it noted that when this issue first came up, he was the single dissenting vote. He stated that he has "seen the light," has changed his position, and is now in favor of the Rule of Three.

Commissioner Reilly spoke in favor of Proposition "E" at the Democratic Central Committee and the vote for support failed. She reported that there were Union people present at the meeting who were very opposed to the Rule of Three.

Displaced Homemakers Center

Commissioner King visited the Displaced Homemakers Center at Mills College. She reported that it is an exciting operation with much activity and good things happening. Their current project is to professionalize volunteerism. Presently people who work for such organizations as the Junior League spend much of their time volunteering and receive little credit when applying for jobs. When there is a contract between employees and employers, questions will be asked regarding: the salary that would have been earned if the volunteer had been paid, job description, assessment of the job done by the volunteer, where the volunteer wants to go on the career ladder (the job maybe a step in that direction). Interns may do a job as a step forward and work through a contract with the people with whom they had volunteered.

The Self-Empowerment subcommittee is working with Civil Service requesting that they credit volunteer work for promotive experience. The Civil Service Commission has received a letter concerning the matter, but has not responded. They have assured Commissioner King that volunteer work has been added to the application form, but she would also like it to substitute as a qualification for advancement - such as substituting for a specialized degree.

Calendar Matters

The next regularly scheduled Commission meeting will be October 26, 1976, 7:30 p.m., at 282 City Hall. The final meeting on the Rule of Three will be on Tuesday, October 26, at noon, at the League of Women Voters' office on Geary.

COMMISSION ON THE STATUS OF WOMEN
Minutes of October 26, 1976

ALL COMMISSIONERS AND STAFF ARE REQUESTED TO BE ON TIME TO COMMISSION MEETINGS. ALL FUTURE MEETINGS WILL BEGIN PROMPTLY AS SCHEDULED AT 7:30 P.M.

ATTENDANCE

Present: Martin, Horne, King, Revelo, Rothschild, Ouye, Watkins
Excused: Caldera, Lamé, Ramer, Reilly

DOCUMENTS
PUBLIC LIBRARY

Minutes of October 12, 1976

The minutes of the October 12, 1976 meeting stand as presented.

COMMUNICATIONS

From, Maria de Carli, asking for assistance regarding her forced retirement after the school year began, in violation of her contract.

From, Bernard Teitelbaum, Executive Deputy to the Mayor, stating that the problem concerning Pat Norman's employment has been resolved, and she will be able to keep her job.

From, District Attorney Freitas, a letter (mistaking Coordinator Heller for Susan Heller Anderson) stating that he was concerned about how the District Attorney's office was portrayed in her article.

From, Four women employees at Baker Places, Inc., a letter asking for Commission support. The group is funded by the Westside Community Mental Health District. The four feel that they were fired because of their sex, and would like a fair hearing before their jobs are filled. The letter has been referred to staff.

To, Jessica Minor of Speaker Leo McCarthy's office and Assemblyman-elect Art Agnos, a letter inviting them to a meeting with the Childcare Committee and the Childcare Task Force to discuss state involvement on the issue of Childcare.

To, KNBR radio station, confirming the October 31 radio program with Commissioners King, and Watkins on Commission activities.

To, each Facilitator, Reactor, Recorder, and Introducer, a letter regarding his or her role in the Economic Survival for Women Conference.

To, the Department of the Treasury, requesting Crocker Bank's data for the Jane Foushee case.

Economic Survival for Women Conference

Commissioner King reported that a second mailing of 3,000 flyers has been completed. The second flyer was a follow-up to the first flyer, and included much more detail. She reported that the staff is working very hard on the Conference. She also stated that there is a problem with childcare and asked for suggestions from Commissioners and from the audience.

COMMITTEE REPORTS

Employment Committee: Nikki King, Chairperson

In each Commissioner's packet was a draft of a letter to Mayor Moscone from the Affirmative Action Task Force. The letter suggested that before proceeding toward the formulation of a general affirmative action plan, the Mayor's office should hold public hearings and workshops on affirmative action and the Civil Service System. These public hearings and workshops would be directed toward the develppment of the master plan for the City and County of San Francisco. Adriana Gross, Affirmative Action Task Force member, stated that people want to be involved in putting an affirmative action plan together from the beginning. Diane Nygaard stated that there should be broad-based community input, and this idea is to be conveyed to the Mayor. Presently the Mayor has not involved the community. If community input is accepted, the Task Force wants to be certain that the input will be requested at the beginning. The community should not serve only as a rubber stamp at the end.

Commissioner Ouye moved that the Commission accept the Task Force's letter and send it to the Mayor. Commissioner Horne seconded the motion that was unanimously accepted. Commissioner King suggested that there be a follow-up call to the Mayor's office.

CIVIL SERVICE COLLEGE

The Civil Service College of the Community College District will hold courses helpful to people in the Civil Service system. Women in the police force want a class in assertiveness training. Kay Curry is the staff person who has been working with the college.

A questionnaire was sent out to women in the police and sheriff's departments to gather data asking women what further training they feel is needed. The Committee is waiting for responses to determine whether women want such a course. There must be at least twenty people for a course to begin. Assertiveness training will possibly become an ongoing course.

The police women were very impressed with Devota Nelson who trained women firefighter applicants. They requested that she be a teacher in the Civil Service College. Another class that may be developed in addition to assertiveness training is physical agility and martial arts.

Mr. Samii, Director of the Civil Service College was at the most recent meeting. He will be contacted about the November 1 deadline on courses. An extension is being requested to accomodate the questionnaire, but an answer has yet to be received. If no extension is received, the course will be cancelled or plans will be made to go ahead with the course assuming that it will be filled. A third course: Assertiveness Training for Third World Women, is being studied by a special subcommittee on new courses.

Note: The work furlough program is to begin for women from the San Francisco City Jail.

Education Committee: Bernice Watkins, Chairperson

The San Francisco Unified School District is being investigated as to how they are implementing Title IX. Questions have been submitted to the schools. Advertisements have been placed in newspapers informing readers that there is such a law, and that there is to be no discrimination in the school system. Memoranda printed in English, Japanese, and Chinese, have been given to children to take home to their parents. A better method of educating on Title IX would be to have a number of community meetings in various neighborhoods in order that the law can be fully explained.

Under Project Equity, 24 school districts in California were picked to share in a grant to implement Title IX. The money was funded under Title IV of the Civil Rights Act. The Project Equity Team has yet to seek the involvement of community people. Conferences have been scheduled to inform people on what Title IX is, and what the San Francisco Unified School District is doing to implement it. There is to be a self-evaluation at the end of June. There have been problems with some school districts complying with Title IX. For the schools which have not complied--grievance procedures have been developed.

The Employment Committee has proposed to have a Title IX Coordinator in each school. The Coordinator's role would be to see whether Title IX is being followed. They would then report back to the Employment Committee and recommend action. If interested, submit your name to Commissioner Watkins.

Special Projects Committee, Lori Horne, Chairperson

The Task Force on the Political Status of Women will meet on Thursday, November 4, at 7:30 p.m., at Donna Solomon's home. The Task Force will deal with the problems of women in politics. Among these will be: why there are so few women in politics, what problems these women face, and why are there so few women at top political positions.

Both the Resource Talent Bank and Women's Directory subcommittee will be submitting proposals to private foundations for funding. The Friends of the Commission have been especially helpful in lending their name. The Friends are valuable because they have mutual interests and because of their IRS standing.

The Women's Directory subcommittee is continuing its work with the Women's Centers.

Criminal Justice Comittee: Angie Lamé, Chairperson

A letter to Sheriff Hongisto was included in each Commissioner's packet on the Misdemeanor Citation Release Proposal. On Wednesday, October 27, the Police Commission will hold hearings on the matter. The document has been drafted, but policy and procedures are still being amended. The Sheriff has yet to decide on the matter. A letter from the Commission is very important because the Sheriff would like to be able to say that a number of groups endorse this proposal.

Commissioner Rothschild moved that the letter be sent to Hongisto. Commissioner Watkins seconded the motion which was unanimously accepted. Commissioner Rothschild will attend the Police Commission meeting to represent the Commission on the Status of Women.

The Bar Association's Citizens' Complaint Proposal is still being worked on. A citizens' committee would investigate complaints against police rather than a committee made up of policemen. On Wednesday, November 3, Police Chief Gain will announce his position at the Police Commission Hearing Room, at the Hall of Justice at 5:30 p.m.

Friends of the Commission: Helen Fama, President

Helen Fama reported that 5,000 brochures on the group were printed and are now being circulated. Commissioner Revelo reported that no follow-up had been done after the first Friends of the Commission meeting. President Fama replied that the Friends replied that the Friends are more organized now. There are 15 members on the Board of Directors and four officers. Under the bylaws only the Board of Directors are required to meet. General members of Friends need only attend one meeting per year. Committees are: membership, advertising, fund raising (one large annual event), and Womenews. Commissioner Revelo suggested that her two friends and others who had initially expressed interest be invited back to join in Friends' activities. It was suggested that the staff should follow-up sending brochures to everyone, including a carefully written letter inviting them to join Friends and serve on the Committees.

At first the brochure was to be postponed until a logo was found. This did not occur, and the Friends decided not to wait because of the need to publicize and accomplish goals. Womenews has printed 3,000 copies of 2 editions. The chairpersons of various committees are encouraged to write articles relating to their area of expertise.

Commissioner Watkins requested that Womenews not have too many advertisements which would destroy the form and message that the newspaper is trying to present. Fama replied that advertisers are generally people who deal specifically with women and women entrepreneurs Commissioner King suggested that the Employment Committee's Women Owned Business Task Force be informed of the available ads and the rate schedule at their next meeting.

One of the purposes of the Friends is to encourage support and cooperation of various groups so that there will be little duplication of efforts. The Board members are busy funding projects, lending their name to foundation grants, selling ads and using their stationary for letters of recommendation for grant proposals. Womenews features a different women's group with each issue in order to promote women's issues within the city. The Calendar of Events will list regular meetings of groups and special women's events in the Bay Area. Chairperson Martin suggested that particular events and conferences be listed, rather than [illegible]'s meetings. The San Francisco Women's Centers have a similar calendar.

On November 17, there will be a Press Conference at the Press Club at 4:00 p.m., to formally launch the Friends. Fama requested that Commissioners be there to talk about their committees.

On December 1, at 5:30, there will be an investment Conference at the Magic Pan. The fee of $20.00 includes dinner. The leader of the conference is an investment counselor. The logo contest will award $150.00 to the winner and $75.00 and $50.00 for honorable mention to the person who designs the logo. The logo should depict the various ethic backgrounds of the women of San Francisco. Professional artists will be asked to participate. The next issue of Womenews will be announced. The annual fundraiser will be a women's art festival at which the logo winner will be announced.

Calendar of Women's Events

Commissioner King announced that the Self Empowerment Task Force has taken on the project of organizing and writing a calendar for Womenews. On Wednesday, November 3, at 5:30, a special meeting is scheduled to discuss the calendar. After the calendar is worked on and polished, it will be sent to major newspapers. There are three major ways to get news about women: The Women's Centers' monthly calendar, the daily calendar in the Examiner, and other sources that come to the Commission. All of the sources will be gathered together and certain events will be printed. Suggestions as to printing have been: quarterly in Womenews or monthly like the Women's Centers. Features of particular organizations will be listed, certain meetings will be highlighted, listings will be made of courses such as assertiveness training, women's studies courses, re-entry courses, and specific Commission events and activities. However, a listing of all of the monthly meetings of all women's groups in San Francisco will not be made.

The Self Empowerment Committee has a volunteer named Leslie Harder, who has connections with stations KDFC and KIBE, [illegible] classical music stations.

The Commission will be allowed to submit three three-minute messages per week for their weekly calendar. This would be an opportunity to reach out to women who are not aware of the Commission or what its functions are. Harder would be the announcer. Each Commissioner is invited to submit a message. Although the messages can cover a wide variety of topics (such as each Commission subcommittee), somewhere in the message a date must be included. Dalis will be the staff person coordinating this project.

Bi-lingual Training Stipends

Because Commissioner Caldera was not present to give the background on this subject, the Commissioners had only what was in the Coordinator's report on which to base a decision. Chairperson Martin suggested that if there were a deadline involved, a letter should be sent to the Finance Committee requesting that the stipends not be cut.

Commissioner Ouye moved that a letter be written to the Finance Committee of the Board of Supervisors stating that the Commission supports the stipends and does not feel that they should be cut. If such stipends are cut it would make it difficult for women in the Mission to learn English and obtain jobs. If there is no time element involved, the subject will automatically be on the next Commission agenda. The motion passed unanimously.

OTHER BUSINESS

Tardiness

Commissioner Horne brought up the subject of Commission meetings not beginning promptly. She requested that everyone attend on time. It was agreed that a statement on this matter would be printed at the top of the minutes, because so few people read to the endoof the minutes.

Civil Service Commission

Mayor Moscone will schedule a meeting of all Commissions and Boards. At this time the Commission on the Status of Women should bring up our problem with the Civil Service Commission and its lack of cooperation. A letter should be written to the Mayor informing him that we are aware of the proposed meeting, outlining the events, and requesting that the subject be discussed at the general meeting. Commissioner King moved that the Commission send the letter outlining our relationship with the Civil Service Commission and requesting that the matter be discussed at the general meeting. Commissioner Ouye seconded the motion which passed unanimously.

Private Clubs

The Attorney General's office is planning to sue private clubs for not admitting women. This suit will be a positive addition to the Commercial Club action.

State Commission on the Status of Women

A planning meeting will be held on Wednesday, November 3, for the series of conferences dealing with women by ethnic groups. The first conference will be held in February 1977. Coordinator Heller will follow-up with more information. The Commission had passed a resolution requesting a fifth conference on lesbian women and have yet to receive a reply from the State Commission on the matter. A second letter will be sent requesting a reply.

Grand Jury

The next packet will include the letter to the Grand Jury responding to their report on the Commission on the Status of Women. It was suggested that the Grand Jury report and the Commission response be printed in Womenews.

Proposition E

Commissioner King reported that all of the newspapers support Proposition E (Chronicle, Examiner, Progress, Bay Guardian, etc.) as does the Human Rights Commission.

Calendar Matter

The next regularly scheduled Commission meeting will be November 9, 1976, 7:30 p.m., at 282 City Hall. It was also suggested that Commission meetings be listed on the City Hall Calendar. Apparently the guard has been turning people away on meeting nights.

COMMISSION ON THE STATUS OF WOMEN
50 Fell Street
First Floor
San Francisco, California 94102
Telephone 558-3653

List of Committee Meetings in November*

November 1	12:00 p.m.	Logo Committee (Friends)
November 3	4:00 p.m.	Administrative Committee
November 3	5:15 p.m.	Friends of the Commission
November 3	5:30 p.m.	Full Education Committee: All Sub-Committee meetings to be announced
November 4	4:30 p.m.	Legislative Committee
November 4	5:15 p.m.	Calanda Committee: Self Empowerment
November 4	5:15 p.m.	Affirmative Action
November 4	7:30 p.m.	Special Projects: Women's Resource/ Taleant Bank-2300 Webster
November 8	12:15 p.m.	Women Owned Business - 12 Geary 6th Fl
November 8	1:00 p.m.	Violent Crimes Against Women
November 9	12:00 p.m.	Health
November 9	7:30 p.m.	COMMISSION MEETING 282 City Hall
November 10	3:00 p.m.	Intern/Volunteer
November 11	5:15 p.m.	Civil Service Affirmative Action
November 15	5:15 p.m.	Self-Empowerment
November 16	8:00 a.m.	Child Care - 787 39th Ave.
November 17	5:30 p.m.	Housing Committee - To be announced
November 18	4:30 p.m.	Legislation
November 18	5:15 p.m.	Affirmative Action
November 22	1:00 p.m.	Violent Crimes Against Women
November 23	12:00 p.m.	Health
November 24	3:00 p.m.	Intern/Volunteer

*Unless otherwise noted, Committees will meet at 50 Fell Street

ALL MEETINGS ARE OPEN TO THE PUBLIC

SF
S65
#4
11-9-76

CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
50 Fell Street
First Floor
San Francisco, California 94102
Telephone 558-3653

COMMISSION ON THE STATUS OF WOMEN
Minutes of November 9, 1976

ATTENDANCE

All Commissioners were present.

Minutes of October 26, 1976

The minutes of the October 26 meeting were corrected to add the following: Page 3, paragraph 2: "Civilian Personnel" would investigate complaints against police rather than the Police Internal Affairs Bureau.

COMMUNICATIONS

To, the California Commission on the Status of Women, a second letter informing them that the San Francisco Commission on the Status of Women commends them on their conferences focusing on minority women, but believes that gay women are also a minority which should be recognized. Included was an apology for not including them in a list of legislative resources in a letter [illegible] Legislation Committee.

To, Members of the Finance Committee of the Board of Supervisors, expressing concern about the possible cuts of stipends for students in bilingual education/job preparation courses.

To, Senators Cranston and Hayakawa Secretary of Labor, Usery, Lorber (OFCC) and others, describing the Economic Survival for Women Conference, and the concern of the women there for the Affirmative Action rollbacks. The letter also requested that public hearings be held in San Francisco at times when working women can attend. Similar letters on the matter will be sent to Congressmen John Burton and Phillip Burton.

To, District Attorney Freitas, A letter of explanation stating that Susan Heller is not the Susan Heller Anderson who wrote an article on La Casa de Las Madres, which criticized the D.A.'s office in their treatment of victims of domestic violence. Coordinator Heller invited the D.A. to work with the Commission and La Casa.

To, Mayor Moscone, a letter requesting that there be broad-based community input from the beginning during the [illegible] of a general Affirmative Action plan. The letter was written by the Civil Service Affirmative Action Committee and has not yet received a response.

To, Sheriff Hongisto, urging him to adopt the Misdemeanor Citation Release Proposal of the San Francisco Women's Jail Study Group.

From, La Casa de Las Madres, informing the Commission that of the general revenue sharing monies for San Francisco no money was allotted to either social services or public health. A letter of inquiry will be sent asking how revenue sharing is determined and what office handles it. After that information is received a plan of action will be decided.

From, Friends of the Commission, announcing a press conference on November 17, at 11:15 in the Mayor's office. Everyone is invited, particularly Commissioners who should be present to answer questions regarding current activities of the Commission.

From, Sheriff Hongisto, in response to a Commission letter which stated that the Commission voted unanimously to recommend that the next appointee on the San Francisco County Board of Parole be a women active in the community and in criminal justice, and sensitive to the needs of incarcerated women and ex-offenders. He stated that although there are no women on the three person parole commission, women do serve as temporary commissioners when the members of the board are unable to serve.

From, Dept. of the Treasury, a letter stating a response to our request for Crocker National Bank information will be dispatched by November 9, 1976. This was followed by a second letter which denied the request. A letter of appeal will be sent.

Economic Survival for Women Conference: Nikki King, Coordinator

The Economic Survival for Women Conference was held on October 30, 1976 in San Francisco. From the number of folders left at the end of the day, it was estimated that 285 people attended the Conference throughout the day. The Conference operated on a zero budget. The background fact sheets were printed by the Santa Clara Commission, and the folders and programs were also donated. Although the five Bay Area Commissions sponsored the Conference, the biggest burden fell on the staff in San Francisco. Coordinator Heller was particularly commended for the work that she had performed. A copy of the article which appeared in the Sunday paper (October 31, 1976), will be sent to the Commissioners. The article focused on the Displaced Homemakers' workshops, which was appropriate because that is an area in which the general public can identify. There was supposedly coverage on KPIX - Channel 5's 6:00 P.M. news on the Conference date. The workshops were held in seven key employment areas. Facilitators were knowledgeable in the areas and helped to formulate action proposals in the morning sessions. In the afternoon sessions the proposals were presented to the reactors, who were legislators and top administrators. At the general meeting at the end of the day the seven proposals and the reactions to them were presented. The materials will be compiled and sent to those who attended the Conference, to Commissioners, and to elected officials in the five county area. The most important part of the Conference is the followup to the action proposals that came out of the day's work. A mechanism must be set up to implement a network of all women's organizations. A connection is needed between women's organizations, a directory, and legislators.

In the Special Concerns of Third World Women Workshop it was stated that Third World Women need counseling which is currently difficult to obtain because of a lack of funding. Commissions have a large job to do. There should be a special Committee of the Commission to deal with Third World Women and their special problems.

Majorie Stern, an active member of the Education Committee, spoke as a representative of the Coalition of Labor Union Women, and said that representatives of the group attended the Conference but the group was not officially contacted as an organization. Coordinator Heller explained that the San Francisco Women's Centers' "Women's Groups and Services in San Francisco" list was used to contact groups. The Coalition is not on that listing and therefore was not contacted. The organization will be sent a copy of the report.

Chairperson Martin gave a special thank you to Coordinator Heller for the work that she had done.

State Commission Conference: Pathways to Work for Women

On November 5 and 6, the California Commission on the Status of Women held a Conference called Pathways to Work for Women. The Conference was to be aimed at minority women, especially those who want to redefine or change their employment status and those who are unemployed. Commissioner Caldera said that at the last minute she was contacted and asked to be a participant. She felt that the Conference was poorly put together. The State Commission did not ask the San Francisco Commission for any input and there was very little publicity. A letter to that effect will be sent to the California Commission.

The subject of the Asian Conference to be held in San Francisco was discussed. A fear was expressed that although this conference will focus on Asian women in the Bay Area, there may be a repeat of the Pathways Conference with no input from San Francisco. Commissioner Watkins stated that with four Third World Women Commissioners, the San Francisco Commission should definitely ask to contribute to the Conference. As of this date no one knows what month the Asian Conference is scheduled.

A letter will be sent to the California Commission criticizing the Pathways Conference and asking for information and an opportunity to contribute to the Asian Conference. Commissioner Commissioner Caldera said she would allow her name to be used in the Pathways criticism.

Recreation and Park Clubs

By a 6-0 vote the City Recreation and Park Commission banned discrimination based on "race, color, religion, ancestry, national origin, age or sex" by any of its concessionaires. There are three all-male clubs which must admit women as members or lose their long-standing, low-cost exclusive contracts to use some of San Francisco's choice bayfront property.

1.) The South End Rowing Club: amended its bylaws and admitted its first women member on October 12, 1976.
2.) San Francisco Rowing Club: the general manager is currently holding a hearing with the Club and its attorneys.
3.) Dolphin Swimming and Boat Club: did not respond with a declaration of compliance before the deadline, and has until November 15 to submit programs for immediate compliance.

COMMITTEE REPORTS

Legislation Committee: Tony Rothchild, Chairperson

The Committee is exploring the possibility of having other Commission's Legislation Committees combine for a Workshop at the International Women's Year Conference in 1977. A questionnaire has been sent to all of the Commissions in the state.

There has been an ongoing recruitment of people with legal backgrounds. Thus far there are four members with legal backgrounds. At the next meeting, from the phone calls received, there should be six new law students. Copies of all bills which directly or indirectly affect women and did not pass in the last Legislative session have been sent for. The list included 111 bills, of these 107 were received. These bills will be divided among the law students. When enough information is discovered the Committee will appear before the Commission and suggest that action be taken.

Presently the top priorities are to set up the Workshop at the International Women's Year Conference and to analyze existing legislation. The Committee will not be writing its own legislation at the present time, because there are not enough people to concentrate in this area. Questionnaires have been sent to law schools with courses in legislative writing to seek help in the area.

Meeting dates are usually on the first and third Thursdays of the month, at 4:30, at 50 Fell. For December, a change was made and the meeting dates are December 2 and 16.

Criminal Justice: Angie Lamé, Chairperson

Linda Norlin Dalton, a research specialist with the Queen's Bench Foundation, spoke for the Medical Protocol for Victims of Sexual Assaults, Many women are raped and are not able to prosecute because an adequate examination has not been completed. The protocol creates a standardized checklist that will effectively elicit the required information should a rape prosecution be needed. Materials on the matter had previously been made available to the Commissioners. Commissioner Rothschild moved that the Commission endorse the Protocol. Commissioner Ouye seconded the motion which was unanimously passed.

At the Police Commission meeting the Misdemeanor Citation Release Protocol was adopted.

The Bar Association's Citizen's Complaint Proposal will be on the Police Commission agenda on November 10, at 5:30 p.m. The Commission has already endorsed this proposal, and everyone is invited to attend the meeting. In testimony throughout the city the ratio has been 38-1 in favor of the proposal.

Employment Committee: Nikki King, Chairperson

Commissioner Caldera made the following report for the Affirmative Action Civil Service Task Force:

1.) The Rule of Three passed. Diane Nygaard is the liasion who will do a followup. The Rule of Three should not be used to discriminate but to further Affirmative Action.

2.) The October 29, 1976 letter was sent to Mayor Moscone on the formulization of an Affirmative Action Plan.

3.) Alternatives are being discussed in the event that the Mayor does not agree with the letter. He was requested to respond within two weeks.

4.) The Civil Service College courses discussed so far have been: negotiating skills, facilitation, mediation, assertiveness training and Transactional Analysis for lifework planning, and labor market information as it relates

to Civil Service. A criticism was made in regard to TA. The Commission could be seen as approving the philosophical approach of TA rather than doing training. Any thoughts on the subject matter of the courses should be directed to Commissioner Caldera.

The Self-Empowerment Task Force is writing a calendar for WOMENEWS. The deadline for items is the week of November 15.

Commissioners King and Watkins appeared on Station KNEW in Oakland on Halloween night and spoke about the Commission for an uninterrupted hour (no commercials).

Radio station KDFC is giving the Commission time on their station. Dalia is the staff contact for the project. Commissioners can submit any items they wish to have mentioned. The message must contain a calendar event and can include what is on the agenda at the meeting. For example, the November 18 Affirmative Action Committee meeting should be announced especially because it is of interest to community organizations. Commissioner Ramer suggested that a copy of a calendar item be distributed to the Commissioners for an example. Other suggestions were that the agenda for the Commission meeting be publicized to encourage interested people to attend. Also issues that the Commission supported at previous meetings can be discussed. The next meeting of the radio calendar committee is on November 10, 1976 at 5:15 P. M. At that time rules, format, and deadlines will be set.

The Commission on the Status of Women wanted an advertisement in the Women's Yellow Pages. The Women Owned Business Task Force completed a questionnaire, and the request was refused because we have a male member of the Commission. A letter protesting this decision as discriminatory will be sent.

Education

The first two items on the agenda were not discussed because the matters were not brought before the full Education Committee.

Because of low attendance there was only a brief meeting on Title IX, at which packets were distributed. The next meeting is scheduled for November 16, 1976.

The four sub-committees of the Education Committee are going to be combined into one full Committee. Because of the importance of Title IX, it was felt that this would be a better plan. Everyone will be assigned a specific task.

Community forums will be sponsored to educate the community on Title IX. These forums will be held within the four San Francisco Unified School District school boundaries, between January and June of 1977. The forums also will cover community college districts. The content of seven public service announcements on the subject of Title IX have been approved. At the next meeting more detail will be available on the forums. Commissioner Ouye made a motion to approve the community forums to educate the community on Title IX in a minimum of four meetings. Commissioner King seconded the motion which passed unanimously.

It was brought up that as a possibility the Title IX meetings could be combined with the full Commission meetings that are to be held in the community. However it was decided that the two meetings should be held separately, because there is a need to highlight both the Commission meeting and Title IX, and there would be a conflict.

A resolution regarding the rights of gay students in the San Francisco Unified School District was read and the Commission was asked to adopt it. Although it was agreed that the basic concept is good, the statement was not too clear. The Human Relations Commission resolution of April 13, 1976, which endorsed the matter will be included in the packets for the next meeting. A revised statement will be on the agenda for the next Commission meeting. The motion of support was withdrawn and tabled.

Affirmative Action: Maria Caldera, Chairperson

A draft of a letter to Lawrence Lorber of OFCC was presented. The letter was on the subject of the OFCC affirmative action rollbacks. It requested that public hearings be held in San Francisco "at times when the few of us who are still working can attend."

Housing Committee: Sandy Ouye, Nicerita Revelo, Chairpersons

The Commissioners received a letter in their packets from the Presbyterian Church in Chinatown, seeking to enlist aid in efforts to bring about new low and moderate income housing on the Sacramento-Stockton Street site. The sample letter mentioned the Enviornmental Impact Statement for the Mei Lun Yuen Project. Commissioner Rothschild moved that we write a letter of support to HUD, but that we should mention economic conditions and not the EIS of which we know nothing about. Commissioner Ouye seconded the motion which passed unanimously.

Chairperson Martin suggested that the Commission obtain the report of the state legislature on emergency housing.

Special Projects: Lori Horne, Chairperson

The first meeting of the Task Force on the Political Status of Women was held on November 4, with eleven people attending. The discussion was on women in politics. Subjects introduced were a district organization for women candidates and issues, how to run a campaign, management techniques, and fundraising. With the passage of Proposition T, there should be many more women candidates. The double bind theory was explained: whether women candidates should appeal to everyone in general or concentrate on feminist issues. If they come on too strong they are unladylike, but if they are not strong enough they will not be asserting themselves and will be ineffective.

A question was presented: whether the Task Force is the kind of activity that the Commission should be involved in. Commissioner Horne said that the Task Force is not seeking to sponsor any singular candidate, but is seeking to open up an area for discussion. We are mandated to eliminate barriers that keep women out. The Task Force is especially interested in women candidates who address themselves to women's issues. The meetings are open to the public, although no outreach is being done at the present time.

Administrative Committee

A change was made in the Administrative Committee's "Structure and Function of Committee's" document:

> When the committee or sub-committee wants to gather data or send out letters of inquiry, they must get the committee chair's approval.

A very involved discussion was held centered on the following passage:

> Press conferences must have approval of the Commission. The chair of the committee shall be responsible for implementation and appointment of spokespersons as well as the issuing of a position statement.

The passage above was related to the following passage which is found in the Commission's Rules and Procedures:

> In the event a special or otherwise unscheduled meeting is called, notice must be delivered personally or by mail to each Commissioner 48 hours prior to the meeting time. Such notice must include the time, location and business to be transacted. No other business shall be considered at such time.

Commissioner Watkins moved that the document be accepted with the changes made, except for the paragraph on press conferences. Commissioner Reilly seconded the motion. Commissioner Rothschild stated that all of the discussion had nothing to do with what was on the new document, but involved work on the Rules and Procedure provision for emergency meetings. When the question was called there were four in favor of the motion

and seven against. Commissioner Rothschild then moved to approve the report with the changes. The vote here was eight in favor and four against. The matter will be sent back to the Administrative Committee for further work.

The following recommendations appeared in the Coordinator's Report and were open for discussion:

1) The Administrative Committee had suggested that the meeting of December 28 be cancelled because it fell during the holiday season. Commissioner Lame moved that the suggestion be adopted. Commissioner Reilly seconded the motion which passed unanimously.

2) The Administrative Committee proposed an in-service training session be held on racism, and sexism for the Commissioners, Commission staff, committee members and Friends of the Commission. It was asked whether this action was in the realm of the Administrative Committee. The response was that this is an in house matter (for personnel) that will lead to a more effective Commission and staff. Questions about specific details were asked. Chairperson Martin stated that the Administrative Committee was merely seeking approval of the concept, and further details will be forthcoming. Commissioner Reilly made a motion that the training session would receive support, leaving the details with the Administrative Committee. Commissioner Lame seconded the motion which received unanimous approval. Commissioner Caldera stated that this session will require sensitive planning and a lot of thinking in putting it together. Commissioner Ramer volunteered her home if there are less than fifty people attending. The next discussion meeting will be on Monday, November 22, at 5:00 P.M., at 50 Fell St.

A new rule was proposed for the Rules and Procedures regarding elections of the Chairperson and Vice-Chairperson. A discussion followed on whether community people should be allowed to speak at the nomination session. Arguments in favor were: that community people could be committee members and because the public asked that the Commission be set up - it would be a good idea to invite the public to make comments and have input on the direction in which the Commission will go. Arguments against were: people in the audience cannot vote, it may be a potentially loaded situation, this may pit one community group against another, and most opposition is unfounded. Commissioner Ouye stated that the Commissioners should be allowed to speak on behalf of other Commissioners, not to cut off the public, but because within the Commission they must work together as a body. The final motion was to delete the passage allowing the public to speak.

Voting will be by a printed, secret ballot. In case of a runoff extra ballots will be available. A defeated Chair candidate may run for Vice-chair. With the above two changes the passage will read:

> Elections to be held at the last meeting of the year with nominations for Chair at the prior meeting. In the event that there are more than two candidates running and no one receives a majority of votes from those present and voting, there will be a runoff of the two who receive the highest number of votes. Nominations and elections for the Vice-chair shall occur at the election meeting, immediately following the election of the Chair.

Commissioner Rothschild moved that the new rule be accepted as amended. Commissioner King seconded the motion which passed unanimously.

The Administrative Committee suggested that there be an investigation of a possible ordinance change on the absence policy. The present policy is that if Commissioners miss three regularly scheduled meetings in a year without express approval, they are deemed to have resigned. It was stated that the ordinance should be something we are enforcing and because we are not following this policy, it should be changed.

A question was raised on what other Commissions do about absence. Copies of the Human Rights Commission and the Commission on Aging policies will be presented at the next meeting.

Calendar Matter

The next regularly scheduled Commission meeting will be November 23, 1976, 7:30 P.M. at 282 City Hall.

11-23-76

CITY AND COUNTY OF SAN FRANCISCO

COMMISSION ON THE STATUS OF WOMEN
50 Fell Street
First Floor
San Francisco, California 94102
Telephone 558-3653

Minutes NOV. 23, 1976

ATTENDANCE

Present: Caldera, Horne, Ouye, King, Lamé, Martin, Ramer, Reilly, Rothschild, ~~and~~ Watkins

Excused: Revelo

Minutes of November 9, 1976

The minutes of the November 9th meeting were corrected as follows:

Page 6, third paragraph from bottom: The Administrative Committee suggested two possible ordinance changes: (1) on the absence policy and (2) on changing the time of election of Chair and Vice-Chair to coincide with the terms of Commissioners. The present policy on absences is in Sec. 33.3 (e) of the ordinance:

> Removal of Commissioners. Any Commissioner who misses three regularly scheduled meetings of the Commission in any twelve-month period without the express approval of 51 percent of the members of the Commission given at a regularly scheduled meeting shall be deemed to have resigned from the Commission.

Page 2, State Commission Conference: was planned by Third World Women who met in San Francisco. Representation was from the entire state. However, the San Francisco Commission was not invited or consulted until the last minute.

Page 4, Education Committee: paragraph 4, The motion to approve the community forums on Title IX included authorization for the Education Committee to hold a press conference to announce the forums.

Page 6, paragraph 1, Vote was 8 in favor, 3 against.

COMMUNICATIONS

From, State Commission inviting Commissioners and staff to attend reception for women legislators in Sacremento.

From, Helyne Meshar, Legislative Coordinator, State Commission on the Status of Women, a letter commending the San Francisco Commission on the Economic Survival for Women Conference.

From, District Attorney Joseph Freitas, Jr., a list of new prosecuting attorneys and four new investigators ". . . the new appointments reflect his commitment to the employment of staff which more closely represents the racial, sexual, ethnic, and cosmopolitan composition of San Francisco." A letter of commendation will be sent as a follow-up.

From, Mayor George Moscone, a letter regarding the affirmative action plan for the City and County of San Francisco. "I feel that workshops and seminars may be premature at this time. When we have reviewed the report on the current status, your committee will be contacted as to our next actions."

From, Darrell Salomon, President, Civil Service Commission, a letter confirming his availability to appear before the Commission to discuss questions before the Commission on the Status of Women and the Civil Service Commission.

To, Linda Norlin Dalton, Research Specialist, Queen's Bench Foundation, a letter of support for the medical protocol for victims of sexual assaults.

To, Pam Faust, Executive Director, California Commission on the Status of Women, asking information on the Asian Women Conference which is to be held in San Francisco early 1977.

To, Mr. Brecht, U.S. Department of Treasury, appealing, their refusal to release information in the Jan Foushee case.

To, Helyne Meshar, Legislative Coordinator, California Commission on the Status of Women, a letter discussing the follow-up to the Economic Survival for Women Conference and what specific things need to be done now.

To, George Adams, Environmental Staff, U.S. Department of Housing and Urban Development, giving our Commission support to the Mei Lun Yuen project at Sacramento and Stockton Streets in San Francisco, stating, "The Commission has been in firm support of low-income housing for elderly persons and families with children."

Board of Supervisors' Meeting

At the recent Board of Supervisors meeting Supervisor Terry Francois moved to hold a public hearing to consider a phase out of the San Francisco Commission on the Status of Women. He was joined in this action by Supervisors John Barbagelata, Quentin Kopp and Peter Tamaras. He stated that Commission functions could be accomplished by the Human Rights Commission. The motion surfaced because the Commission had asked for a supplemental for funding utilities. The Commission had not been charged with utilities in the past, others in the building were paying the bills. This arrangement ended, and the Commission then asked for a supplemental for the rest of the fiscal year. The supplemental request involved no increase in the ad valorem taxes and had been recommended by the Finance Committee.

A public hearing will be held by the Community Services Committee on January 14, 1977, City Hall, Room 228, at 2:00 p.m.

The question was raised whether the Commission was fulfilling its function in the Ordinance. The Commission welcomes a hearing. We would like people to know what we are doing and have done in the past. We are asking women in the community to consider the issue and to appear at the hearing. A number of reporters have already contacted the office on the subject. Coordinator Heller wrote the following staff memo on why the Commission on the Status of Women should not be a part of Human Rights Commission:

Two years ago, during hearings regarding setting up a Commission on the Status of Women, the Director of Human Rights Commission and the Commission provided favorable testimony for a separate women's Commission. Thy major thrust of HRC is contract compliance - affirmative action for city contractors. The Commission does not do this, it complements the activities of HRC but does not duplicate them. Unlike HRC whose major thrust is contract compliance, the Commission is active in a number of non-employment areas such as childcare and the implementation of Title IX, prohibiting sex discrimination in the schools.

Mama O'Shea stated that we should not just defend ourselves. Instead women should unite and establish the credibility of Commissions of the Status of Women throughout the state.

WOMENEWS is going to press at the beginning of December. We will inform all readers about the hearing and encourage their participation. Around 200 people are active volunteers on our committees and they should be notified and involved. It is urgent that we do much of our work immediately as the month before the hearing will involve much of the holiday season.

Administrative Committee

Because of the staff time involved in response to the Board of Supervisors meeting, the minutes are not ready. The Committee on Committees report will be sent out soon.

The issue was raised about what to do on an emergency basis for press conferences. The Rules and Procedures say that 48 hour public notice prior to the meeting is required so as not to be in violation of the Brown act. There is no way around the public notice requirement.

A very involved discussion followed on the election of chair and vice-chair to terms which will coincide with the appointment of the Commissioners. There was an objection that Commissioners may end up voting for people that they do not know or people will be voting who will not be there for the next term. It was suggested that this is not an appropriate time to send such an amendment to the Board of Supervisors, and therefore it should be a sent back to the Administrative Committee. Commissioner Reilly moved to table the discussion. Commissioner Watkins seconded the motion and there was one person opposed.

The result of the survey on other Commissioners absence policies have not yet been returned.

In 1977 four Commission meetings will be held in the community. Sonoma uses a system where every fourth meeting is a short business meeting followed by a forum with an outside speaker. This practice would stimulate attendance and encourage thought on timely subjects. The Administrative Committee will look into the matter.

The seminar on racism and sexism will involve the Friends, staff and Commissioners. Cathy Smallwood and Kay Curry will be the staff representatives, Commissioners Martin and Ouye will represent the Commission, and Friends will make their appointments at their next meeting. Commissioner Ramer suggested that because of the holiday season the matter be tabled until the middle of January. She stated that the offer of her home still stands. Commissioner Rothschild stated that although the seminar is important the future of the Commission is of crucial importance.

Nominations for Chairperson

Commissioner Ramer nominated Chairperson Martin, Commissioner Rothschild seconded the motion, Commissioner Watkins moved that the nominations be closed, Commissioner Reilly seconded that motion, and the vote was unanimous.

It was suggested that because the office of Chairperson was decided, the nominations and election of Vice-Chair could be held that night. There was a vote on the motion with 8 in favor and 2 dissenting. Maria Caldera was nominated, a second was given, and nominations were unanimously closed. Commissioner Caldera was elected unanimously.

Economic Survival for Women Conference Follow-Up

A group, composed of everyone interested in following up the Conference was formed. At the first meeting one conclusion was that local Commissions on the Status of Women would contact local legislators and local department heads on implementing the action proposals. Legislative expert Christine Curtis would review legislation dealing with women's issues and get names of legislators who have shown an interest and coordinate our efforts with theirs. The priorities of the state Commission on the Status of Women will be investigated. The group will do an outreach with other women's organizations and communicate their results. Lobbying system will be developed. All other Commissions must decide what commitment of staff time will be necessary for the follow-up.

Other suggestions were:

- An evaluation sheet should have been included in the Conference materials. There will be a survey of a selected number of people who attended the Conference; they will be contacted in order to obtain feedback and suggestions.

- WOMENEWS has agreed to publish a digest of the proceedings and make 500 extra copies available.

Friends of the Commission

Dr. Mary Bernard spoke for the Friends. Although Friends were originally incorporated in November 1975, they did not get fully organized until April 1976, elections were held in June 1976. The structure was set up and efforts were to be concentrated on WOMENEWS.

Friends of the Commission has dedicated most of its efforts to producing the newspaper. They have also printed the programs for the Economic Survival for Women Conference. On December 1, 1976, a Women's Investment Seminar was held at the Magic Pan, with a fee of $20. A women's art festival is upcoming which will be opened to all women artists in the community for a minimal entry fee. Other events will be wine tasting and a piano concert. Head Start and Friends will get together to sell greeting cards and notepaper. It is also a goal of the Friends to buy the staff a typewriter for Christmas. Advertising space is available in all WOMENEWS issues.

On November 11, 1976, a press conference was held to announce the Friends of the Commission. There was television and radio coverage, a press release and membership brochures were distributed.

Professional artists can enter the logo contest. The logo should portray the ethnic and racial diversity of the women in San Francisco. Ruth Asawa will help in selecting the winner.

After arrangements were made and thousands of invitations were distributed, it was discovered that the Magic Pan was not a union restaurant and was blacklisted by the Culinary Workers of Local 2. A list of such San Francisco enterprises was made abailable to the Commission in order that such a mistake will not be made in future. A meeting between the Culinary Union and the Friends was arranged for the morning after the event.

In light of recent developments with the Board of Supervisors, Friends will assist in the Committee hearing and will help in any other way.

COMPLAINTS

Kay Curry of the staff presented a report of the complaints on which she is presently working.

Marie de Carli is a schoolteacher who was offered a contract to work until 1977. She notified several persons that she would be 65 and may be required to retire. A contract was signed and she was then forced to retire. Superintendent Alioto agreed that a person from the American Federation of Teachers and Ms. de Carli would meet with a mediator.

Commissioner Ramer suggested that the staff person and the Commissioner from the Committee related to the complaint should work together. For example on the above case, the Education Committee and the Civil Service Task Force could both have been involved.

The 8440 case involves 13 limited tenure Juvenile Probation officers who are still fighting the promotive test. Most people in the promotive category are white males, where the limited tenure people are minorities and women who have had extensive experience in Juvenile Probation. Because the Commission on the Status of Women supports the limited tenure people, we have involved the Law Enforcement Assistance Agency. We want them to get involved because the limited tenure people were hired because of Affirmative Action, and now may lose their jobs because of the promotive test. Ms. Curry mentioned that there are protests on the written exam, but no ruling has been made as yet. The next step is the oral exam.

Affirmative Action: Maria Caldera, Chairperson

A letter was sent to Mayor Moscone in response to his letter regarding the city wide Affirmative Action plan. It asks for a meeting to be held the week of December 6. It is the strong feeling of the Committee that community people should be involved. The important thing is to go to the community and get their ideas, and not to present them with a finished plan. A motion was made by Commissioner Caldera that the letter be sent to the Mayor. Commissioner Rothschild seconded the motion which passed unanimously.

The Affirmative Action Task Force had a meeting with the Civil Service Commission. At that meeting President Salomon made a personal remark to Commissioner King for which he has since apologized. It was moved, seconded, and unanimously passed that the Commission on the Status of Women send a letter accepting Commissioner Salomon's apology and inviting him to participate in our January 25, 1977 meeting. We are especially interested in his response to a memo covering the results of the recent meeting: Affirmative Action and a pilot program on permanent part-time. The memo on points of agreement and disagreement at that meeting. is available at the Commission office.

Housing Committee: Sandy Ouye, Chairperson

Pam Lee is new to the staff and will be working with the Housing Committee. The Committee's areas of priority are: emergency, low-income and family housing, and outreach and liason work. A draft letter to as many of the housing groups as possible will be sent to ask priorities and establish ongoing communications, so as not to duplicate what has been done.

In the low income and family housing area, the Housing Committee will communicate with the Legislation Committee in terms of housing legislation. The Presley bill concerning emergency housing shelters for battered women, is connected to the Criminal Justice Committee also.

An emergency housing survey will be distributed to obtain a clear picture of all emergency housing in San Francisco.

Criminal Justice: Angie Lamé, Chairperson

Citation Release Monitoring Committee: The Police Commission passed the jail study group's proposal for Citation Release. The Citizen's Monitoring Committee's reaction was to take it out. They asked Police Chief Gain to appoint a citizen monitoring committee that would report on easy ways to get around the work load and see that citation release is used in an equal fashion. Gain should be making the appointments soon. There is a good chance that the Police Chief would want someone from the Criminal Justice Committee to help in the matter. It would involve a time commitment to go over records and attend meetings.

Senator Presley will be meeting with the Task Force on Crimes against Women on December 6. The legislation for this bill began over a year ago. Margaret Johnson, a student intern, has gone through Chairperson Martin's material in this area and has made a list of possible

changes. Copies of Presley's first draft bill have been circulated to legislators and our Commission. Margaret Johnson, Sonia Melara, and Coordinator Heller will attend the meeting in Sacramento. A network mailing list has been formed of people working with shelters, notifying them of the meeting. The substance of Presley will be discussed. The bill provides for $200,000 for one shelter for the whole state of California. Many groups could use money though they do not need the full grant. Through supplemental grants, such as $10,000 to $20,000 more groups could be benefitted. Also to be included in the discussion is reformation of the criminal felony wife beating statute, changing it to a spouse beating statute. Presently the law is not being used because Judges believe it is a sexist law and should be invalidated. This change would take care of the Constitutional question. A civil restraining order now only applies legally to married couples who are in the process of divorce. It should apply whether or not there is to be a divorce, and it should also apply to cohabitators. Mama O'Shea added that the statute definition is too narrow because a pimp may be the only family a woman has, and therefore serves as a quasi=spouse. The meeting is also being scheduled because we do not know what the State Commission feels about this matter. They have not gone out to other Commissions and have felt that the group meeting with Presley should be small. Chairperson Martin stated that other groups can give us input, which is important at the early stages.

Education Committee: Bernice Watkins, Chairperson

Under the Emergency School Assistance Act, Title IV of the Civil Rights Act, a plan has been written up to implement Title IX. Under Project Equity, a Title IV fund, the San Francisco Unified School District was awarded a contract. Project Equity is made up of top level administrators and includes no community representatives. They are to train and educate administrators, parents, etc. and train and monitor other school districts. Project Advance, a division of the University of San Francisco School of Education, is working to eliminate sex bias in education. Kay Curry recently attended a workshop on the Emergency School Assistance Act and will ask Project Advance how information on programs are filtered to students, parents and the community; what the time span of filtering information to parents, teacher and school personnel will be; who will monitor the training; and question whether there will be a follow-up team or evaluator.

The San Francisco Unified School District has already established a policy to deal with the contract. An ad hoc committee has been developed to monitor the Affirmative Action plan. As a whole the plan has not been accepted by the board.

The Task Force met on Title IX on November 16, to define Title IX and to develop 3 grievance procedures: for certified employees, student rights and for administrators. While reviewing the procedure they did not look at Title IX only, but went over the whole grievance rights and made changes in it. They will review certified grievance procedures at the next meeting.

A resolution was included in Commissioners' packets regarding gay students. Commissioner Watkins moved that the Commission adopt the resolution, and Commissioner Reilly seconded the motion which passed unanimously.

Employment Committee: Nikki King, Chairperson

Radio calendar spot announcements are always being collected. Items and comments should go to staffperson Dalia Gutierrez.

Health and Childcare: Cyril Ramer, Chairperson

The Committee is still working to see that federal funds go primarily to Childcare and seeking the possibility of new legislation that will make more Childcare funds available. A meeting with Assemblyman Art Agnos and Jessica Minor, Special Assistant to State Senator Leo McCarthy will focus on a tax credit for Childcare, a possible bill, and a discussion of legislative ideas from the Economic Survival for Women Conference.

Special Projects Committee: Lori Horne, Chairperson

The Task Force on the Political Status of Women has a meeting scheduled for December 9, at 7:30. Commissioners King, Ouye, Reilly and Rothschild are attending. Pam Lee is also staffing the Special Projects Committee.

Legislation Committee: Tony Rothschild, Chairperson

The Committee's questionnaires on the International Women's Year Conference had a deadline of December 2; 7 responses have already been received. The reaction has been favorable, and the committee has received valuable information on how other legislation committees are functioning. The details of the California International Women's Year Conference are indefinite as to date and place, however, it should be held in the early part of 1977. The coordinating committee will hold its first meeting in January.

Coordinator's Report

An increasing amount of work has been turned out recently and we could not do the work without the volunteer services provided by Project 20. A letter will be sent to the Presiding Judge, commending the program.

On December 6 there will be a reception at the State Commission in Sacramento for the one woman Senator and Assemblywoman. Coordinator Heller will attend the reception and the Presley meeting.

Supervisor Francois' request will be forwarded, and the matter will go before the Community Services Committee which will meet on January 14, 1977. A letter will be sent to the Board of Supervisors stating that we understand that they have questions about the way that the Commission is functioning. We would be glad to meet with them and respond to any questions they might have, and we are willing to cooperate. Materials on what the Commission has accomplished and other background information will be sent to the Board of Supervisors. Mama O'Shea suggested that the Commission use the Speakers Bureau and send one representative to every women's group in the city, to tell them we are in danger and to elicit support. It is important that we respond to queries by mentioning the positive things that the Commission has achieved.

Calendar Matters

The only December meeting will be held on December 13, 1976, 7:30 p.m., at 282 City Hall.

SF 12/14/76
S35
#1 SF

COMMISSION ON THE STATUS OF WOMEN
Minutes of December 14, 1976

ATTENDANCE

Present: Caldera, Horne, King, Lamé, Martin, Ouye, Revelo, Rothschild, Watkins
Excused: Ramer, Reilly

Minutes of November 23, 1976:

The minutes of the November 23rd meeting were corrected as follows:

Page 4, under Criminal Justice: The second sentence is incorrect and misleading. In lieu of that sentence, the following should be inserted:

> The only portion of the Women's Jail Study Group Proposal, which was not adopted by the San Francisco Police Commission, was the subsection creating a citizens' monitoring committee. Instead, the Police Chief was asked to report back to the Commission on the question of citizens' monitoring, with the report to include suggested monitoring committee membership and duties. The Police Commission agreed with the concept of monitoring by citizens of citation release, but did not feel that the monitoring committee provisions should be contained within the written police policies.

Page 4, the sentence following the sentence above is a partial misstatement and should be replaced with the following:

> The role of the Citizens' Monitoring Committee will be to gather data on use of citation release, to assist the Police Department in implementing and documenting the new citation release system, to analyze effectiveness of the changes and to work to assure that citation release is used in an equal fashion.

Page 4, the last sentence of the first paragraph should read:

> There being no existing policy for making such appointment, the Commission adopted the following: "The Chair of the Commission shall appoint or delegate authority to appoint any representative to serve on advisory and/or other agency committees, subject to the approval of the Commission." This policy shall henceforth be part of the Commission's Rules and Procedures.

Page 5, first paragraph, line four shold read:

> Because many groups could use money for shelters throughout the state, the San Francisco Commission on the Status of Women adopted the position that whatever monies are appropriated should be made available in smaller grants as seed money for new shelters or as supplemental funding for existing shelters, rather than funding a single crisis center. Such a plan would benefit more women who are in need of emergency shelter.

It was suggested that when guest speakers appear, their names should be mentioned in the minutes. If speakers are delivering very involved testimony or have a very rapid manner of speaking, they should give a brief summary to the minutes recorder. Without such a summary mistakes can be made.

COMMUNICATIONS

From, Helen Fama, President, Friends of the Commission, stating that Friends would like to buy an electric typewriter for the Commission office. To finance the purchase they are selling packages of note cards which can also be used for all occasion gretting cards. Friends will have 250 packages for sale at $2.75 each, available in the Commission office or from any member of the Board.

From, Carol Wilder, Program Officer, Department of State, apologizing for having to cancel an appointment set up with a member of Parliament from Sri Lanka. "We received glowing reports from the Morrocan visitors you received last spring and the Swedish visitor you spent time with last month. They all came away amazed at the amount of work the Commission is doing and inspired with the good ideas you gave them which they are eager to apply in their own societies.

From, Roy Bell, Director of Finance, Department of Finance, stating that the Governor will take our childcare suggestion into consideration, when deciding how to apply funds available through HR 12455.

From, Noele Krenkel, Chair, American Association of University Women, asking our endorsement of an all day workshop for women on February 19, 1977, called AWARE (Action Workshops: Achieving Realistic Efforts). Commissioner King made a motion to support, Commissioner Horne seconded the motion which passed unanimously.

From, Nadine Taub, Women's Rights Litigation Clinic, Rutgers University, thanking Chairperson Martin for her encouraging letter concerning their proposal to test the Effectiveness of Legal Remedies for Wife Abuse. They requested a letter of support of the proposal to Ford Foundation.

From, Lawrence Lorber, Deputy Assistant Secretary, U.S. Department of Labor, stating that hearings on the Affirmative Action rollback will not be held in San Francisco. Women Organized for Employment held a hearing recently, and all testimony will be sent to the Department of Labor.

From, Rosario Anaya, Executive Director, Mission Language and Vocational School, Inc., thanking us for our support which helped them get refunded for 1977.

To, Darrell J. Salomon, President, Civil Service Commission, thanking him for his willingness to meet with us, and suggesting our January 25, 1977, commission meeting as a possible date. He has already responded affirmatively.

To, William Haltigan, Department of Labor, praising the Women in Apprenticeship Program. They are up for refunding soon and face a difficult time.

COORDINATING COMMITTEE

At a recent Board of Supervisors' meeting Supervisors John Barbagelata, Quentin Kopp, Terry Francois, and Peter Tamaras requested a hearing to consider the phase out of the Commission on the Status of Women. This hearing is scheduled for January 14, 1977, in City Hall Room 282 or the Full Board Room, at 2:00 p.m. The discussion began because the Commission had requested a supplemental appropriation. This was to be a reappropriation of Commissioners' fees (when meetings were missed), and did not involve any expenditure of money. The Commission had been paying no utilities at all for the first nine months, and were finally asked to pay their share. The supplemental was approved through the end of January, with continuance pending on successful outcome of the hearing.

At the same meeting Supervisor Francois raised the question of a separate Commission. Because sex discrimination is included in the Human Rights Commission ordinance and the ordinance was up for revision, Supervisor Francois felt that the Commission on the Status of Women should go back to the Human Rights Commission. Supervisor Barbagelata suggested that there was no need for CETA employees at agencies such as the Commission on the Status of Women.

Marie de Carli is coordinating efforts in preparation for the hearing. There are approximately 30 people on the Coordinating Committee. At their first meeting they made a list of contacts and will be working to get support and endorsements from these individuals and groups. People have been calling the office from these individuals and groups. People have been calling the office to volunteer their energy. The hearing will have a front page article in WOMENEWS. A letter to the Supervisors was sent with a partial list of Commission achievements. On Thursday, December 16, 1976, at 11:00 a.m., Supervisor John Molinari will hold a press conference for the Commission. Some Commissioners have made contact with various Supervisors since the last Commission meeting. Supervisors Feinstein, Nelder, and Pelosi are all supportive, and Supervisors Francois and Kopp are not. At the meeting with Francois, the Chairperson of the Human Rights Commission was present and stated that HRC simply cannot absorb the work that the Commission on the Status of Women is doing, they are occupied mainly with contract compliance. However, Supervisor Francois still insists that the Commission on the Status should be combined with the HRC.

ROWING CLUBS

Sandra Terzian, the attorney who represented long distance swimmers in an action against the Park and Recreation Commission spoke on the case. For 40 - 60 years a few male clubs have dominated the use of many public facilities. The suit originated because there were no safe shower and changing facilities for women, and a long distance swimmer was raped because of the situation. All of the facilities were given to private men's clubs, which paid no rent or taxes, and did not even allow women as guests. In some of these clubs no one used the facilities, but the premises were instead rented for profit. One club had 14 members and paid $115 in taxes on prime city land. Ms. Terzian said the swimmers were not

appearing simply as women who wanted their share of the pie, but they represented the right of all the people of San Francisco to use public owned facilities. She commended the Park and Recreation Commission, saying that once the matter was brought up the Commission took action. They saw the matter as discrimination and a public ripoff, not only as a women's issue but of interest to the entire city. Ms. Terizan said that although promises have been made, club actions must still be monitored. The Dolphin Club said they would take women; accepted 5, and 4 of those women were from out of town. The case began with 120 plaintiffs, and there are only 5 remaining. Supervisor Molinari is planning to introduce a law which will state that: if a club leases city property, even if at a fair market value, they must treat all people equally and on a non-discriminatory basis. If there is no compliance, fines should be imposed. Ms. Terizan said that the answer is not always found in the courts. It is often faster to talk to the members of the press. She thanked the Commission for their recent press release on the subject. The Commission will support legislation on the matter, and will monitor the actions of the clubs in Aquatic Park.

COMMITTEE REPORTS

Employment Committee: Nikki King, Chairperson

The Commission is working with the Civil Service College in planning several courses. At the last presentation of these courses, the Commission was not totally satisfied with one which involved Transactional Analysis. Commissioner Ramer had stated it was not proper for the Commission to zero in on one psychological approach. Maxine Brown, the instructor of the new course presented her ideas along with a detailed course outline. She stated that at a recent SPUR conference, it was obvious that morale was low among Civil Service and city employees. The course would try to combat the lack of the art of management and delivery in the city government. The course will be free and open to local, state and federal government employees. Commissioner Ouye made a motion to endorse the course, Commissioner Rothschild seconded the motion which passed unanimously. The course will be scheduled as soon as possible.

Patricia Plant, an investment executive, has offered to give a free seminar on financial planning, as an outreach to the community on January 29, 1977. She stated that she has a personal commitment to women and minorities. Few women are taught what to do with what they earn. Ms. Plant said that the form of her presentation could allow a maximum of 125 women to attend. If a mailing is made to the 240 women on the Commission mailing list, a nominal fee may have to be charged to cover postage. It will be emphasized that Ms. Plant is donating her services. Commissioner King moved that we go ahead with the seminar and said she will find an adequate location. Commissioner Horne seconded the motion. The vote was 7 in favor and 2 opposed. It was suggested that Ms. Plant prepare a list of other investment firms in the City, and place this list in the folders.

Supervisors Molinari and Pelosi introduced an ordinance which is being sent to the Legislative and Personnel Committee, chaired by Supervisor Molinari. The ordinance would enable Civil Service Personnel to go on a Permanent Part-time schedule. There will be a public hearing on the matter, and Commissioners will be notified.

The Affirmative Action Task Force held a meeting with the Mayor on December 3; full minutes will be mailed to all Commissioners. Ten representatives from community groups (such as Black Women Organized for Action and Advocates for Women) attended the meeting. The Mayor had been requested to take over the responsibility for the Affirmative Action plan for the city. The Mayor stated that because of the City Charter he does not have the power to write or monitor a plan, such power lies in the Civil Service Commission. He advised HRC, and our Commission monitor the Affirmative Action plan and its implementation. Our Commission cannot do this without additional staff.

Darrell Salomon, President of the Civil Service Commission, contacted Commissioner Caldera and informed her that he took the initiative and wrote an Affirmative Acion plan. Copies will be sent to all Commissioners. On December 20th, Commissioner Salomon will hold hearings on the plan.

A letter will be sent to President Salomon informing him that the Task Force sees his work as a proposed rule change and regards it as the first step in an Affirmative Action program. They will also suggest that the whole plan should be presented to the public in a public hearing, when there is adequate time for preparation. A meeting is scheduled with President Salomon for December 17th to discuss the matter.

SPECIAL PROJECTS COMMITTEE: Lori Horne, Chairperson

There will be a Political Status of Women committee meeting on January 1st, The next full meeting is on January 20th, at Commissioner Horne's home. The purpose of the Committee is to get more into the political process. Three candidates for the Manpower Planning Council from the Women's Talent Bank have been submitted to Mayor Moscone. Commissioner Horne suggested that the Commission commend the Mayor for his appointment of the first woman to the Airport Commission, Ruth Kadish, and that she be sent a letter of congratulations.

HOUSING COMMITTEE: Sandy Ouye, Nicerita Revelo, Chairpersons

On December 17th, Senator Presley conducted a hearing on a pilot emergency housing bill. Local people will have a chance to talk about emergency housing and facilities for battered women and their children on January 8th, at 10:00 a.m., at 63 Brady Street.